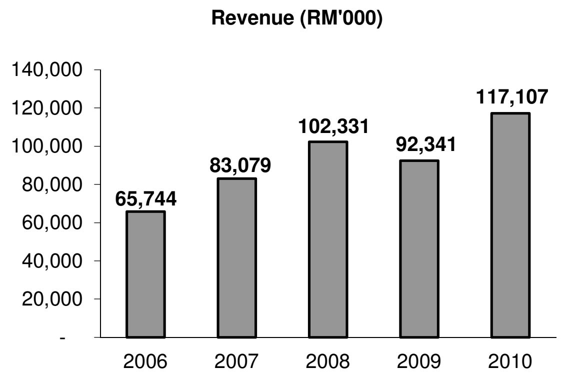
JobStreet corporation berhad

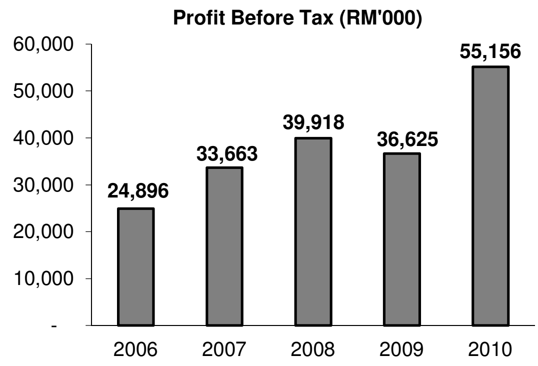
(Company no. 641378-W)

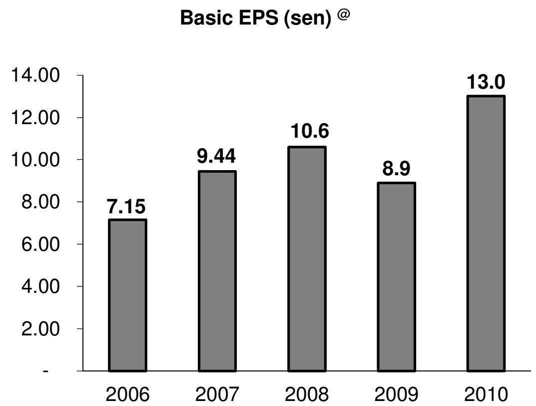
Annual Report 2010

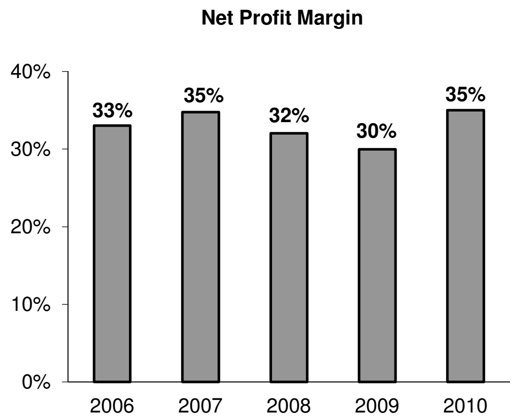
CONTENTS

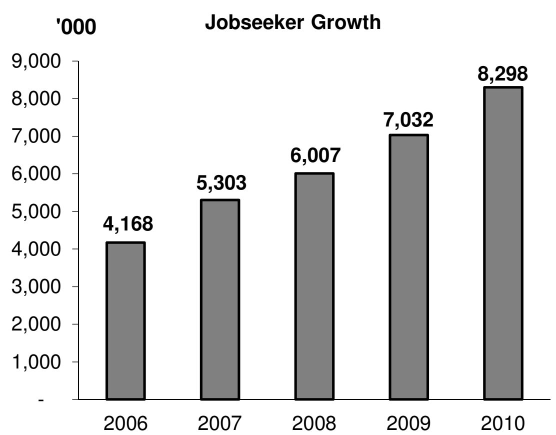
GROUP PERFORMANCE HIGHLIGHTS











@ Adjusted for the bonus issue of two new shares for every one ordinary shares of RM0.10 each held, and the share consolidation of two ordinary shares of RM0.10 each held after the bonus issue into one new ordinary share of RM0.20 each in the Company completed on 28 December 2007.

Comprise jobs posted on the sites of subsidiaries of the Group and jointly-controlled entities.

CORPORATE INFORMATION

BOARD OF DIRECTORS

Datuk Ali bin Abdul Kadir
Independent Non-Executive Chairman

Tan Sri Dato' Dr Lin See Yan
Independent Non-Executive Director

Chang Mun Kee
Executive Director, Founder & CEO

Suresh A/L Thirugnanam
Executive Director

Ng Kay Yip
Non-Independent Non-Executive Director

Lim Chao Li
Non-Independent Non-Executive Director

AUDIT AND RISK COMMITTEE

Tan Sri Dato' Dr Lin See Yan
Chairman, Independent Non-Executive Director

Datuk Ali bin Abdul Kadir
Member, Independent Non-Executive Chairman

Lim Chao Li
Member, Non-Independent Non-Executive Director

NOMINATION COMMITTEE

Datuk Ali bin Abdul Kadir
Chairman, Independent Non-Executive Chairman

Tan Sri Dato' Dr Lin See Yan
Member, Independent Non-Executive Director

Ng Kay Yip
Member, Non-Independent Non-Executive Director

REMUNERATION COMMITTEE

Tan Sri Dato' Dr Lin See Yan
Chairman, Independent Non-Executive Director

Lim Chao Li
Member, Non-Independent Non-Executive Director

Ng Kay Yip
Member, Non-Independent Non-Executive Director

EMPLOYEE SHARE OPTION SCHEME ("ESOS") COMMITTEE

Datuk Ali bin Abdul Kadir
Chairman, Independent Non-Executive Chairman

Lim Chao Li
Member, Non-Independent Non-Executive Director

Ng Kay Yip
Member, Non-Independent Non-Executive Director

AUDITORS

KPMG (AF 0758)
Chartered Accountants
Level 10, KPMG Tower
8 First Avenue
Bandar Utama
47800 Petaling Jaya
Selangor Darul Ehsan

LISTING

Main Market of Bursa Malaysia Securities Berhad
Stock Name : JOBST
Stock Code : 0058

COMPANY SECRETARIES

Tai Yit Chan (MAICSA 7009143)
Liew Irene (MAICSA 7022609)

REGISTERED OFFICE

Lot 6.05, Level 6, KPMG Tower
8 First Avenue, Bandar Utama
47800 Petaling Jaya
Selangor Darul Ehsan
Tel: 03-77201188
Fax: 03-77201111

HEAD OFFICE

Wisma JobStreet.com
No. 27, Lorong Medan Tuanku 1
(Off Jalan Sultan Ismail)
50300 Kuala Lumpur
Tel: 03-21760333
Fax: 03-27111190

REGISTRAR

Symphony Share Registrars Sdn Bhd (378993-D)
Level 6, Symphony House
Block D13, Pusat Dagangan Dana 1
Jalan PJU 1A/46
47301 Petaling Jaya
Tel: 03-78418000
Fax: 03-78418008

PRINCIPAL BANKER

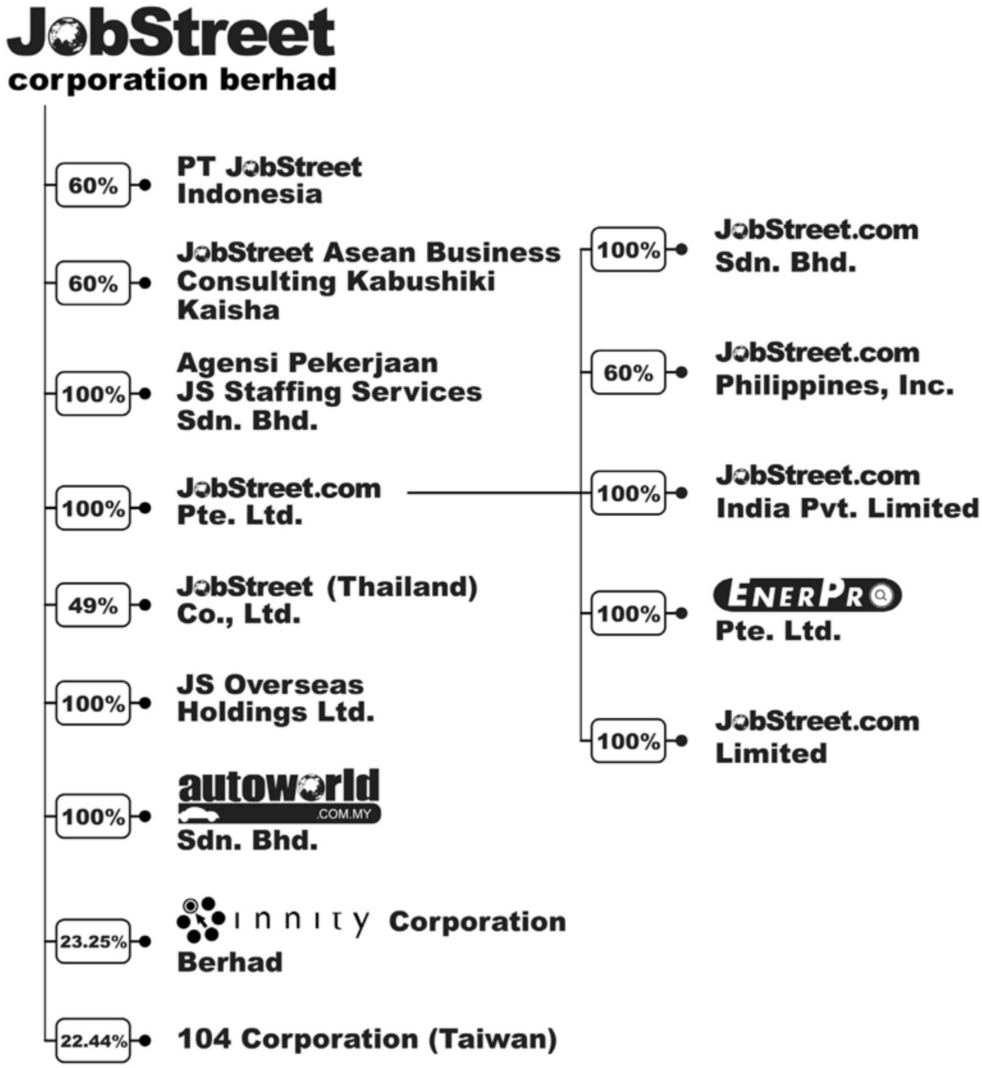
OCBC Bank (Malaysia) Berhad (295400-W)

WEBSITE

www.jobstreet.com

CORPORATE STRUCTURE

as at 9 May 2011



OUR PRODUCT FAMILY

- **Online Recruitment**: JobStreet Essential; JobStreet CAMPUS©
- **Outsourced Human Capital Services**: JobStreet Select; JobStreet Resource
- **Software as a Service(SaaS)**: JobStreet Impact
- **E-Commerce & E-Business**: JobStreet LEARNING©; JobStreet Direct; JobStreet Classifieds
- **JobSeeker Services**: JobStreet Priority Application©; JobStreet SMS Alerts©; JobStreet SMS Apply©; PitchYourTALENT.com™

LETTER FROM THE CHAIRMAN AND CHIEF EXECUTIVE OFFICER

Dear Shareholders,

It is our pleasure, on behalf of the Board of Directors, to present the Annual Report and Audited Financial Statements of JobStreet Corporation Berhad ("JobStreet" or "the Group") for the financial year ended 31 December 2010.

As we anticipated in last year's letter to you, we are pleased to advise that our business rebounded nicely during the year thanks to the improving economies throughout South-East Asia. The Group experienced a record year in 2010 for both revenue and profit after tax as we surpassed the levels achieved in 2008 before the global financial crisis negatively impacted 2009 results. Compared to the 2009 results, we achieved a 48% increase in net profit attributable to shareholders. This was driven by strong performance across the board in the different countries we operate in which we will discuss below.

Aside from generally robust economic growth in South-East Asia, we are also seeing the reality of very tight labour markets in countries such as Singapore and Malaysia. As such, companies are having a difficult time replacing experienced staff and finding the necessary talent to expand their businesses.

In line with this, the 'war for talent' in Asia is heating up and, generally, our business should benefit from this type of environment. With increasing levels of Internet penetration into small and medium enterprises making it possible for even more companies to avail themselves of our products, we would expect higher levels of jobs to be available on our websites. Given all these trends, we are happy that we chose to invest during the recent recession in additional sales headcount, product and technology innovation and branding to build our jobseeker database. We believe this has all positioned us well to take advantage of this positive phase of the business cycle.

Given our relatively strong performance during the global financial crisis and improvement since then, the Board decided to revise our dividend policy in May 2010. The new dividend policy provides for the payment of approximately 50% of the Group's profit after tax and minority interests to you for each year. We also decided to make quarterly dividend payments so that you will share in the Group's profitability in a timely manner. The Board will continue to focus on balancing the capital requirements of funding our business' strong growth with making appropriate strategic investments while returning a good percentage of our profits to shareholders. We are very pleased we've been able to accumulate a 22.2% stake in 104 Corporation in Taiwan during the recession. This combined with our equity holdings in other companies like Recruit Holdings Limited in Hong Kong have helped buoy our profits and provide more geographic diversification for long-term sustainability.

The Group continued to receive recognition in 2010. Among the top 100 eligible public listed companies in Malaysia, JobStreet was ranked no. 22 in the annual KPMG/The Edge Shareholder Value Awards 2010 ("SVA"). The SVA recognises public listed companies in Malaysia that have delivered exceptional value for their shareholders. JobStreet was also ranked no. 46 in the Malaysian Corporate Governance Index 2010, a rating of top 100 PLCs in terms of corporate governance practices which include international best practices codes.

As we move into 2011, we need to note that the competitive environment in which we operate throughout the region was changed when SEEK Limited ("SEEK") acquired 60% of our primary competitor, Hong Kong-based JobsDB, in December 2010. This has brought a good deal of uncertainty to the market given that SEEK also holds an equity stake in JobStreet. Initial indications are that JobsDB is becoming more aggressive on pricing and is investing more in advertising and promotions than what we had experienced during the period prior to the change of control. If they continue with this strategy, we would expect the financial results for all major online jobsites in the region to be negatively affected despite the strong economic environment.

2010 IN REVIEW

The Group's revenue increased 26.8% to RM117.1 million compared to RM92.3 million in 2009. This is consistent with the continued recovery of economies seen across the region as companies began to hire more employees. Our core on-line product, JobStreet Essential actually grew at a much faster pace year-over-year of 43.7%. For the year, we had strong growth in all our core ASEAN markets with Malaysia, Singapore, Philippines and Indonesia all registering good profitability. Aside from these markets, with effect from April 2010 we crossed the 20% threshold to equity account for our share of profits from 104 Corporation. This investment contributed RM4.4 million to our profit for the year.

Thanks primarily to the growth in our higher margin job posting product, our operating margins improved to 43.1% in 2010 from 38.5% in 2009. This margin improvement was achieved while making substantial investments in additional manpower and marketing. Our staff costs increased 32.8% in 2010 from 2009 while advertising expenses increased to RM3.4m. We also continue to invest in our product and technology platform with the objective of driving innovation in our space and better meeting the needs of our jobseekers and customers. For 2010, we invested approximately RM6.0 million in product and technology. It is a great advantage of our strong balance sheet and the free cash flow generative ability of our online business model that we can invest like this for future growth while maintain attractive operating margins.

As we discussed in last year's letter, our pioneer tax status of our subsidiary, JobStreet.com Sdn Bhd expired on 27 May 2009. With the loss of pioneer tax status for this subsidiary, our tax expense increased to RM12.0 million, with an effective tax rate of 21.8%, from RM7.4 million in 2009. For the best comparison of our results, our profit before tax increased 50.6% to RM55.2 million in 2010 from RM36.6 million in 2009. Profit attributable to shareholders after tax and minority interests amounted to RM41.0 million, an increase of 48.0% from 2009.

Our financial position continues to get stronger with shareholders' equity of RM167.2 million as at 31 December 2010 compared to RM127.2 million at the end of the previous financial year. Our liquid cash reserves remain at approximately RM50 million, with negligible debt. Additionally, we have another RM39.5 million of other investments which includes money market funds, bond funds as well as our holdings in Recruit Holdings Limited and Asiatravel.com Holdings Ltd. Our trade receivables, net of allowance for doubtful debts, is RM10.7 million which translates into a very healthy average days sales outstanding of only 29 days.

In January 2011, we purchased more shares in 104 Corporation, the market leader in online recruitment in Taiwan. To date, we have invested a total of RM75.3 million and we hold 22.4% of their outstanding shares. We started to equity account for our share of their profits as an associate from April 2010. 104 Corporation provides a broad range of online and offline human resource services in Taiwan and had TWD261.3 million profit in 2010. We have a great deal of appreciation for how their Founder & CEO, Rocky Yang, and his management team has built the business in Taiwan and look forward to increased levels of sharing between our respective management teams.

With respect to the liabilities portion of our statement of financial position, you should note that the majority of our liabilities consist of deferred income of RM24.5 million which represents packages purchased by our customers that will only be recognized in sales as the services are delivered. As far as debt, we only have a small working capital line of credit in Japan which totalled RM0.5 million. Overall, our return on shareholders' equity rebounded to 27.8% in line with our operating results compared to the 23.4% achieved in 2009.

Given our dominance in the online recruitment space in Malaysia, it continues to be the largest market for the Group, contributing approximately 62% of revenue from external customers. Singapore is the 2nd largest market for us now at 19% of revenue. Philippines continues as the other market that currently contributes material revenue at approximately 14% of the Group's revenue. The Group recorded strong growth in Indonesia as well.

The number of active users registered with JobStreet across the region surpassed the 8.3 million mark by the close of 2010.

The Group invested RM6.0 million in product and technology development during the year, an increase of 13% from 2009. This continues to be a primary area of focus as investment and innovation in this area are critical to being able to scale our business. Our investments here will improve our ability to meet the needs of jobseekers and our customers by offering new products increased transaction volumes and improved localization to all the different markets in which we operate. During 2010, some of our product and technology staff including Dr. Albert Wong, Tan Hung Chye, Tay Shu Yih and Yew Fung-Han were awarded our first patent with respect to text zoning in semi-structured text.

CORPORATE SOCIAL RESPONSIBILITY ("CSR")

Corporate social responsibility remains embedded in the heart of our business operations as we strive to help thousands of jobseekers improve their lives thorough better careers. Our LiNA job matching virtual agent continues to match both active and passive jobseekers with relevant job opportunities. In 2010 alone, over 500,000 jobs from across the region were posted on JobStreet.com and matched to jobseekers. We also continued to reach out to jobseekers and undergraduates through our participation in career fairs and talks, industry nights and resume & career clinics. Examples include a resume & career clinic that was specifically held to assist those who had lost their jobs due to the political unrest in Thailand and participation in a career fair cum seminar for people with disabilities. We also worked with governments in their efforts to reduce unemployment.

Our website offers various free tools and resources to help jobseekers find their dream jobs, write better resumes, increase their chances at interviews or just simply improve themselves at their existing jobs. These include an English Language assessment tool, a resume assessment tool, an interview assessment tool and salary report. In addition, our blog, forum and Facebook page allow jobseekers to interact with one another on the latest developments in the market place.

We believe that highly engaged employees are key in delivering the Group's strategies and achieving its objectives. To this end, various internal communication channels ranging from CXO forums and townhall meetings, employee surveys to quarterly newsletters and financial updates were deployed. These channels give our employees visibility into the Group's strategies and objectives to ensure their roles and responsibilities are aligned to the overall strategies and objectives. In addition, an onboarding experience programme has been launched to assist in assimilating new hires into the Group's culture and to help them adapt into their roles. In giving back to society, JobStreet employees participated in various activities for a good cause such as donation of basic necessities, toiletries and masks to victims of the Mount Merapi volcanic eruption, visitation to an orphanage, assisting NGOs and blood donation campaigns.

APPRECIATION

Again, we would like to record our sincere appreciation to all our valued customers, jobseekers, partners and shareholders for your continued support during the past year.

The success of the Group in 2010 would not have been possible without the commitment and passion of our employees. Everyone in the Group had contributed in one way or another to service millions of jobseekers accessing our services and to drive the Group's performance to where it is today. You will see many of their faces on our annual report cover each year. If you pay close attention, you will see many of them are familiar faces as they've been with us since our early days. Their knowledge, passion and development have been instrumental in helping your company grow to this level. As we've grown together, we've continually worked to add more great talent to the team and with all of these smart, talented people, we can't help but be optimistic on our future. Our appreciation goes out to these JobStreet.com warriors and we are confident that with their continued growth, we can look forward to exciting times ahead.

DATUK ALI BIN ABDUL KADIR
Chairman

MARK CHANG MUN KEE
Founder and Chief Executive Officer

PROFILE OF DIRECTORS

Datuk Ali bin Abdul Kadir

Independent Non-Executive Chairman

Datuk Ali bin Abdul Kadir, a Malaysian aged 61, was appointed to the Board on 1 October 2004. Datuk Ali is also the Chairman of the Nomination and ESOS Committees, and a member of the Audit and Risk Committee. He is Fellow of the Institute of Chartered Accountants in England and Wales ("ICAEW"), member of the Malaysian Institute of Certified Public Accountants and the Malaysian Institute of Accountants. He is also currently Honorary Advisor to ICAEW Malaysia, Honorary Fellow of the Institute of Chartered Secretaries and Administrators (UK) and the Malaysian Institute of Directors.

Datuk Ali is currently the Chairman of the Financial Reporting Foundation, member of the Malaysian Audit Oversight Board, member of the Advisory Panel of CCM Training Academy, member of the Labuan Offshore Financial Services Authority and Trustee of Kadir & Fatimah Foundation and Bukit Bintang Aid Foundation. Since 1 February 2008, he has been appointed as an Adjunct Professor in the Accounting and Business Faculty, University Malaya. Datuk Ali currently sits on the Boards of Microlink Solutions Berhad, Privasia Technology Berhad and Group, Milux Corporation Berhad and Glomac Berhad as well as several private limited companies.

Datuk Ali was appointed as the Chairman of Securities Commission of Malaysia on 1 March 1999 and served in that capacity until 29 February 2004. During his tenure, he launched the Capital Market Masterplan and chaired the Capital Market Advisory Council. He was a member of a number of national committees including the National Economic Consultative Council II (MAPEN II), the Foreign Investment Committee and the Oversight Committee of National Asset Management Company (Danaharta). Datuk Ali was also a Trustee of the Financial Reporting Foundation, which oversees the financial reporting framework in Malaysia, and had served on the Finance Committee on Corporate Governance. Prior to his appointment to the Securities Commission, he was the Executive Chairman and Partner of Ernst & Young and its related firms. He was also the former President of the Malaysian Association of Certified Public Accountants, chairing both its Executive Committee and Insolvency Practices Committee and co-chairing the Company Law Forum.

On the international front, Datuk Ali was the Chairman of the International Organisation of Securities Commissions' (IOSCO) Asia Pacific Regional Committee and the Islamic Capital Market Task Force, and a member of IOSCO's Executive Committee, during his tenure. In addition, he was also a Trustee of the Accounting and Auditing Organisation for Islamic Financial Institutions from November 2000 to October 2003 and the Consultant to the Sri Lanka Securities and Exchange Commission in 2006 for their Capital Market Strategic Plan.

Tan Sri Dato' Dr Lin See Yan

Independent Non-Executive Director

Tan Sri Dato' Dr. Lin See Yan**,** a Malaysian aged 72, is an Independent Non-Executive Director of the Company and was appointed to the Board of Directors on 1 October 2004. Tan Sri Dr. Lin is also the Chairman of the Audit and Risk, and Remuneration Committees as well as a member of the Nomination Committee.

Tan Sri Dr. Lin is an independent strategic and financial consultant. Qualified as Malaysia's first Chartered Statistician and Chartered Scientist, he graduated from the University of Malaya in Singapore and Harvard University (where he received 3 degrees, including a PhD in Economics). He is also Professor of Economics (Adjunct), Universiti Utara Malaysia, Professor of International Finance and Business (Adjunct), Universiti Malaysia Sabah, an Eisenhower Fellow and a Fellow of the IMF Institute (Washington DC), Royal Statistical Society (London), Malaysian Institute of Bankers, Malaysian Insurance Institute (Hon.), Malaysian Institute of Management and Malaysian Economic Association. He is also a Distinguished Fellow of the Institute of Strategic and International Studies.

Tan Sri Dato' Dr Lin See Yan (cont'd)

Prior to 1998, he was Chairman/President and CEO of Pacific Bank and for 14 years previously, Deputy Governor of Bank Negara Malaysia, having been a central banker for 34 years. Tan Sri Dr. Lin continues to serve the public interest; some current appointments include: Member of the Prime Minister's Economic Council Working Group, as well as a member of a number of key National Committees on Higher Education; Economic Advisor, Associated Chinese Chambers of Commerce and Industry of Malaysia; Member, Asian Shadow Financial Regulatory Committee; Governor, Asian Institute of Management, Manila; Director, Monash University Sunway Campus Malaysia Sdn Bhd.; and Chairman Emeritus, Harvard Graduate School Alumni Council at Harvard University in Cambridge (USA) as well as President, Harvard Club of Malaysia.

Tan Sri Dr. Lin advises and sits on the Boards of a number of publicly listed companies in Malaysia, including Ancom Berhad, Fraser & Neave Holdings Berhad, Genting Berhad, KrisAssets Holdings Berhad, Wah Seong Corporation Berhad and Top Glove Corporation Berhad, and a number of business enterprises in Malaysia and Singapore.

Chang Mun Kee
Executive Director, Founder and CEO

Mr. Chang Mun Kee, a Malaysian aged 45, is an Executive Director of JobStreet and founder of the JobStreet Group. He has also been its Chief Executive Officer since its inception and a Director of the Company since its incorporation. Mr. Chang obtained his Bachelor of Science in Mechanical Engineering from the University of Texas, Austin, USA in 1988 and a Master of Science in Mechanical Engineering from the Massachusetts Institute of Technology, USA in 1990. Prior to founding MOL Online Sdn Bhd in 1995 and subsequently JobStreet.com Sdn Bhd in 1997, he was with Kendall International, a US healthcare company, for 5 years, starting as a process engineer in 1990 before being promoted to manufacturing manager in 1992 and regional director of sales and marketing for Malaysia in 1994. He left Kendall International in 1996 to establish JobStreet.com Sdn Bhd which expanded regionally under his direction. He currently sits on the Boards of Innity Corporation Berhad and Vitrox Corporation Berhad.

Suresh A/L Thirugnanam
Executive Director

Mr. Suresh A/L Thirugnanam, a Malaysian aged 46, is an Executive Director and the Chief Operating Officer of the JobStreet Group, who has overall responsibility for the operations and customer care of the Group. He was appointed to the Board of Directors on 1 October 2004. Mr. Suresh obtained his Bachelor of Science in Mechanical Engineering from the Massachusetts Institute of Technology in 1989 and a Master of Science in Mechanical Engineering from the Massachusetts Institute of Technology in 1989. He started his career with Digital Equipment Corp, USA in 1989. In 1992, he worked briefly in Maxoptix Corporation, San Jose, USA before relocating back to Malaysia to join Motorola Malaysia Sdn Bhd ("Motorola") as a manufacturing engineer. He left Motorola in 1994 to join Maxis Communications Sdn Bhd where he held several positions, including Head of Network Services Operations and Head of Fixed Network Product and Planning Group before joining the JobStreet Group in 2000. He does not hold any other directorship of public companies.

Ng Kay Yip

Non-Independent Non-Executive Director

Mr. Ng Kay Yip, a Malaysian aged 45, is a Non-Executive Director and co-founder of the JobStreet Group. He has been a Director of the Company since its incorporation and is a member of the Nomination, Remuneration and ESOS Committees. Mr. Ng graduated in 1988 with a Bachelor of Science in Electrical Engineering from the School of Engineering and Applied Science, University of Pennsylvania and a Bachelor of Science in Economics from the Wharton School of Business, University of Pennsylvania. In 1990, he obtained a Master of Science in Electrical Engineering from Massachusetts Institute of Technology. While completing his education in the United States, he worked as a research officer with Bell Communications Research. Since 1990, he has been the executive director of the Maran group of companies, a family business that is involved in timber, property and construction. He does not hold any other directorship of public companies.

Lim Chao Li

Non-Independent Non-Executive Director

Mr. Lim Chao Li, a Malaysian aged 44, is a Non-Executive Director and co-founder of the JobStreet Group. He was appointed to the Board of Directors on 1 October 2004 and is a member of the Audit and Risk, Remuneration and ESOS Committees. Mr. Lim obtained his Bachelor of Science in Economics majoring in Accounting and Finance from the Wharton School of Business, University of Pennsylvania, USA and a Bachelor of Applied Science in Systems Engineering from the School of Engineering and Applied Science, University of Pennsylvania, USA. He commenced his career in 1989 as an Audit Assistant with Deloitte & Touche in Philadelphia, USA. In 1991, he moved back to Malaysia and joined Johnson & Johnson Sdn Bhd as an Accountant. He was promoted as its Finance & Administration Manager in 1993. He joined the Hotel Equatorial Group ("HEG") in 1994 as a Project Manager and became Vice President of Finance in 1997. He currently oversees HEG's hotel finance departments as well as several other private companies in the group. He does not hold any other directorship of public companies.

None of the Directors have any family relationship with any other Director and/ or major shareholders of the Company.

None of the Directors have any conflict of interest in any business arrangement involving the Company, nor have any convictions for offences within the past 10 years.

STATEMENT OF CORPORATE GOVERNANCE

The Board is fully committed to developing and maintaining high standards of corporate governance by implementing the prescriptions of the principles and best practices set out in Parts 1 and 2 respectively of the Malaysian Code of Corporate Governance (Revised 2007) ("the Code"). It recognises that the principles of good corporate governance and business integrity are fundamental to the goals of enhancing shareholder value and protecting the interests of all stakeholders.

The Board is pleased to provide the following statement, which outlines the primary corporate governance practices consistently adopted by the Group.

A. BOARD OF DIRECTORS

i) Composition of the Board

The Board consists of six members, comprising one Independent Non-Executive Chairman, two Executive Directors including the Chief Executive Officer, two Non-Independent Non-Executive Directors and one Independent Non-Executive Director. A brief profile of each Director is presented on pages 8 to 10 of this Annual Report. Collectively, the Board members provide an effective Board with a mix of industry-specific knowledge and broad business, financial, regulatory and technical experience. Furthermore, there is effective check and balance on the Board, with two-thirds of the Board members being Non-Executive Directors. The Board is satisfied that the current Board composition fairly reflects the interests of minority shareholders in the Company and provides the appropriate balance and size to govern the Company effectively.

The responsibilities of the Chairman and the Chief Executive Officer are clearly divided in accordance with the requirements of the Code. The Board is led by Datuk Ali bin Abdul Kadir as the Independent Non-Executive Chairman. He is responsible for running the Board and ensuring that all Directors receive sufficient information to enable them to participate actively in Board decisions. Datuk Ali bin Abdul Kadir is also the Senior Independent Non-Executive Director designated to clarify matters or enquiries that may be raised by shareholders or investors. Executive management is led by Chang Mun Kee as the Chief Executive Officer who is responsible for the day to day management of the business as well as the implementation of Board policies and decisions.

The Independent Non-Executive Directors on the Board are of sufficient caliber and experience to bring objectivity, balance and independent judgment to Board decisions. They constitute one third of the membership of the Board. This helps to ensure that the highest standards of corporate governance, ethical conduct and integrity are maintained by the Company to the benefit of all stakeholders.

ii) Board Responsibilities

The Board has overall responsibility for the performance of the Group. This includes strategic planning, overseeing financial and operational performance, monitoring risk management processes, merger and acquisition activities and reviewing the adequacy of internal control systems.

iii) Board Meetings and Supply of Information to the Board

The Board plans at least four scheduled meetings annually, with additional meetings to be held, as and when necessary. All proceedings of the Board Meetings and its deliberations in terms of the issues discussed, and the conclusions in discharging its duties and responsibilities are minuted which are then circulated to all Directors for their perusal prior to confirmation of the minutes at the following Board meeting.

Directors receive a set of Board papers prior to each Board meeting. This is to enable the Directors to study matters to be discussed and obtain further explanations, where necessary, before the meeting. Directors also have full access, whether as full Board or in their individual capacity, to all information and senior management within the Group including that relating to financial, operational and technology matters.

The Directors may also obtain independent advice, whether as full Board or in their individual capacity, where necessary, in the furtherance of their duties and at the Group's expense.

Finally, Directors have direct access to the advice and the services of the Company Secretaries who are responsible for ensuring that Board procedures are followed. The Board believes that the current Company Secretaries are capable of carrying out their duties to ensure effective functioning of the Board. The removal and appointment of a successor, as permitted under their terms of appointment, is a matter for the Board to decide. The Company Secretaries ensures that all Board meetings are properly convened and that accurate and proper records of the deliberations, proceedings and resolutions passed are recorded and maintained in the statutory register at the registered office of the Company.

The Board met four (4) times for the financial year ended 31 December 2010 and the summary of attendance at the Board Meetings held is as follows:

	Number of Board Meetings	
Directors	**Held**	**Attended**
Datuk Ali bin Abdul Kadir (Chairman)	4	4
Tan Sri Dato' Dr Lin See Yan	4	4
Chang Mun Kee	4	4
Suresh A/L Thirugnanam	4	4
Ng Kay Yip	4	4
Lim Chao Li	4	4

iv) Appointments and Re-Election to the Board

The Nomination Committee comprised of the following members:

Chairman : Datuk Ali bin Abdul Kadir *(Independent Non-Executive Chairman)*
Members : Tan Sri Dato' Dr Lin See Yan *(Independent Non Executive Director)*
Ng Kay Yip *(Non-Independent Non-Executive Director)*

The Nomination Committee consists entirely of Non-Executive Directors with the majority being independent. The Committee identifies and recommends to the Board suitable nominees for appointment to the Board and Board Committees. The Committee is also responsible for assessing on an annual basis, the effectiveness of the Board, its Committees and the contribution of each individual Director including Independent Non-Executive Directors as well as the Chief Executive Officer. The Board, through the Nomination Committee, annually reviews its required mix of skills, knowledge, experience and other qualities, including core competencies which Non-Executive Directors bring to the Board and candidates' ability to discharge their responsibilities. All assessments and evaluations carried out by Nomination Committee in the discharge of all its functions are properly documented.

The Nomination Committee is satisfied that the size, structure and composition of the Board remained appropriate and the Independent Non-Executive Directors continued to demonstrate their independence through their engagement in meetings providing objective challenge to management and bringing independent judgments to decisions taken by the Board. The Nomination Committee concluded that the Board and Board Committees generally have a good mix of skills, knowledge, experience and professional qualifications required to contribute positively to the Group and is operating in an effective manner and that each Director continues to make effective contributions to the work of the Board.

On appointment, Non-Executive Directors are briefed on the Group's business and the competitive environments in which it operates.

In accordance with the Company's Articles of Association, all Directors who are appointed by the Board are subject to re-election by shareholders at the first opportunity after their appointment. The Articles also provide that at least one-third of the Board is subject to re-election at regular intervals and at least once in every three years.

The Nomination Committee recommended to the Board on the endorsement of the retiring Directors, Tan Sri Dato' Dr Lin See Yan, Mr Lim Chao Li and Mr Ng Kay Yip, who will seek re-appointment and re-election at the forthcoming 2011 Annual General Meeting.

During the financial year under review, one (1) meeting was held and attended by all its members.

v) Directors' Training

All Directors have attended and completed the Mandatory Accreditation Programme (MAP) conducted by Bursatra Sdn Bhd in compliance with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad ("Listing Requirements").

In addition, during the financial year under review, all Directors attended various forums, programmes, workshops and seminars as follows:-

1. Achieving Breakthrough Service by Charles River Centre
2. Asia-Pacific Standard Setters Organisations Group Conference
3. Bursa Malaysia Corporate Governance Week
4. Chinese Economic Congress – Role of The Chinese Community In Achieving The New Economic Model & 10th Plan Targets
5. Directors Training "Getting It Right, The Challenges & Opportunities Ahead" by Singapore Institute of Directors
6. Financial Statement Fraud
7. Global Outlook for 2011 and Where to Invest
8. Harvard Asia & Oceania Club Leaders by Harvard Alumni Association
9. Harvard Business School – Marketing for Directors and Senior Executives
10. Harvard Business School – Strategic Organisational Transformation and Renewal
11. Harvard Business School – The General Manager as Strategist and Implementer
12. IASB-MASB Discussion Forum
13. Improving Business Acumen and Decision Making by Charles River Centre
14. Influencing Difficult People in the Workplace
15. Legal and Practical Issues on Strata Titles, Duties of Developers and Management Corporations
16. MSC Malaysia Innotech & Open Web Asia SEA 2010 – Challenges In Delivering Strategic Business Values & Business Impact of Web Implementation
17. National Tax Conference 2010
18. Research Symposium – Harvard & China by Harvard Center Shanghai
19. Security Protection
20. Singapore HR Congress & Business – Connect Exposition 2010
21. Strategic Workforce Management – Realising The Power of Employee Branding and How It Can Improve Business Performance
22. The 11th National Human Resources Summit
23. The National ICT Conference (NICT) 2010 – Innovative Malaysia : ICT Accelerating Change and Performance in Government & Businesses
24. The Regional Cambridge International Symposium on Economic Crime
25. Tiger Global Internet Conference 2010
26. Understanding the Regulatory Environment by the Singapore Stock Exchange and Singapore Institute of Directors
27. World Capital Market Symposium
28. Word of Mouth Marketing by Charles River Centre

The Directors are also encouraged to attend other training programmes as may be prescribed by Bursa Malaysia Securities Berhad ("Bursa Securities") from time to time to enable them to discharge their responsibilities as directors more effectively.

vi) Board Committees

The Board delegates certain responsibilities to the Board Committees to assist in the discharge of its responsibilities. The role of Board Committees is to advise and make recommendations to the Board. Standing committees of the Board include the Nomination Committee, the Audit and Risk Committee (please refer to the Audit and Risk Committee Report set out on pages 19 to 25 of this Annual Report), the Remuneration Committee and the ESOS Committee.

B. DIRECTORS REMUNERATION

The Remuneration Committee is comprised the following members:

Chairman : Tan Sri Dato' Dr Lin See Yan *(Independent Non-Executive Director)*
Members : Lim Chao Li *(Non-Independent Non-Executive Director)*
Ng Kay Yip *(Non-Independent Non-Executive Director)*

The Remuneration Committee is responsible for recommending to the Board the remuneration framework for Directors as well as reviewing the remuneration package for Executive Directors and senior management. The policy practiced on Directors' remuneration is to provide the remuneration packages needed to attract, retain and motivate Directors of the quality required to manage the business of the Group and to align the interests of the Directors with those of the shareholders, without paying more than is necessary for this purpose.

None of the Executive Directors participated in any way in determining their individual remuneration. Executive Directors' remuneration are linked to their performance.

The Board as a whole determines the fees for the services of Non-Executive Directors with individual Directors abstaining from decisions in respect of their individual remuneration. In deciding an appropriate level of fees for each Non-Executive Director, the Board considered the responsibility and time commitments taking into account the number of Board meetings, special meetings and the time required for reading Board and other papers, as well as the membership and chairmanship of Board committees.

The Remuneration Committee meets as and when required. For the financial year under review, one (1) meeting was held and was attended by all its members.

Further details of Directors' remuneration are set out below and in Note 18 to the financial statements:

	Executive Directors RM'000	**Non-Executive Directors RM'000**
Salaries and other emoluments	963	-
Fees	-	195
Total	**963**	**195**

The number of Directors whose total remuneration fell within specified bands were as follows:

Range of Remuneration	No. of Directors	
	Executive	Non-Executive
< RM 50,000	-	2
RM 50,001 – RM 100,000	-	2
RM 400,001 – RM 450,000	1	-
RM 500,001 – RM 550,000	1	-
Total	**2**	**4**

The Board has chosen to disclose the remuneration in bands pursuant to the Listing Requirements as separate and detailed disclosures of individual director's remuneration will not add significantly to the understanding and evaluation of the Company's governance.

C. SHAREHOLDERS

It is integral to the Group's philosophy on enhancing corporate governance and encouraging accountability and transparency that it maintains an active dialogue with its shareholders with the intention of giving shareholders as clear and complete picture of the Group's performance as possible. This is done through the Group's annual report, annual general meeting and the Group's website, www.jobstreet.com. This ensures that the shareholders are given as accurate and fair representation of the Group's performance and position as possible.

As part of the Group's investor relations programme, discussions will be held between senior management and analysts/investors throughout the year. When necessary, presentations based on permissible disclosures are made to explain the Group's performance. Price-sensitive information about the Group is, however, not disclosed in these exchanges until after the prescribed announcement to Bursa Securities has been made. In addition, the annual and quarterly reports are available on www.bursamalaysia.com.

Annual General Meeting (AGM)

The Company's AGM provides a vital platform for both private and institutional shareholders to share viewpoints and acquire information on issues relevant to the Group. At the AGM, shareholders will be encouraged to raise questions on the resolutions being proposed or on the Group's business operations in general. The Notice of the AGM and related documents are issued to the shareholders at least twenty-one days before the meeting.

To keep the media informed, the Group will disseminate copies of the annual report to all relevant press and hold a press conference immediately following the AGM itself at which time the Chief Executive Officer will brief those present on details of the financial year results.

The Group's website, www.jobstreet.com, provides an alternative communications avenue, targeted at giving information on developments in the Group's business via company news to jobseekers, employees, shareholders and members of the public. The website is updated continually.

D. ACCOUNTABILITY AND AUDIT

Financial Reporting

In presenting the annual and quarterly reports, the Board aims to present a balanced and comprehensive assessment of the Group's position and prospects. The Audit and Risk Committee assists the Board in overseeing the Group's financial reporting processes and the quality of its financial reporting. The Statement by Directors pursuant to Section 169 of the Companies Act, 1965 is set out on page 97 of the Annual Report and the Statement explaining the Directors' responsibility for preparing the annual audited financial statements pursuant to paragraph 15.26 (a) of the Listing Requirements is set out below.

Internal Control

The Board has overall responsibility of maintaining a system of internal controls, which provides reasonable assurance of effective and efficient operations and compliance with laws and regulations as well as with internal policies and procedures.

The Board recognizes that risks cannot be fully eliminated. As such, the systems, processes and procedures being put in place are aimed at minimizing and managing them and to provide reasonable and not absolute assurance against material misstatement, loss or fraud.

Whistle-Blowing Policy

To enhance corporate governance practices across the Group, a whistle-blowing policy was adopted which provides directors, officers, employees and stakeholders of the Group with an avenue to report suspected improprieties such as illegal or unlawful conduct, contravention of the Group's policies and procedures, acts endangering the health or safety of any individual, public or employee, and any act of concealment of improprieties. The aim of this policy is to encourage the reporting of such matters in good faith, with the confidence that the person filing the report, to the extent possible, be protected from reprisal, victimisation, harassment or subsequent discrimination.

Any person who wishes to report a suspected impropriety may submit his/her report to the Audit and Risk Committee via jobstreetwhistle@gmail.com.

Relationship with Auditors

The Company's external auditors, Messrs KPMG have continued to report to members of the Company on their findings which are included as part of the Company's financial reports with respect to this financial year's audit on the statutory financial statements. In doing so, the Company has established a transparent arrangement with the auditors to meet their professional requirements. The role of the Audit and Risk Committee in relation to the external auditors is set out in the Audit and Risk Committee Report on pages 19 to 25 of the Annual Report.

The Audit and Risk Committee also has explicit authority to communicate directly with the internal auditors.

Directors' Responsibilities in Respect of Financial Statements

The Directors are required by the Companies Act, 1965 to prepare financial statements which give a true and fair view of the state of affairs of the Group and of the Company as at the end of each financial year and of the results and cash flows of the Group and of the Company for the financial year then ended. The Directors ensure that suitable accounting policies have been used and applied consistently, and that reasonable and prudent judgments and estimates have been made, in the preparation of the financial statements. The Directors also ensure that applicable approved accounting standards have been followed. The Directors are responsible for keeping proper accounting records, which disclose with reasonable accuracy the financial position of the Group and of the Company and to enable them to ensure that the financial statements comply with the Companies Act, 1965.

E. OTHER INFORMATION

The following information provided is in respect of the financial year ended 31 December 2010.

Statement on Compliance with the Best Practices in Corporate Governance

The Board considers that the Company complies with the Best Practices in Corporate Governance set out in Part 2 of the Malaysian Code on Corporate Governance.

Utilization of Proceeds

As at 31 December 2010, there were no balances of proceeds raised from any corporate proposal which has not been fully utilized.

Share Buybacks

The Company had obtained its shareholders' approval at the Company's Annual General Meeting held on 9 June 2010 in respect of the share buy-back of up to 10% of the issued and paid up share capital of the Company.

During the financial year under review, the Company had bought back from the open market 2,000 of its issued Ordinary Shares of RM0.20 each ("JCB Shares") listed on the Main Market and retained as treasury shares. A monthly breakdown of treasury shares bought back during the financial year under review is set out below:

Month	No. of shares	Consideration paid (RM)*	Minimum price paid (RM)	Maximum price paid (RM)	Average price paid (RM)
May 2010	1,000	2,053.61	2.01	2.01	2.01
November 2010	1,000	2,943.87	2.90	2.90	2.90
Total	**2,000**	**4,997.48**	**2.01**	**2.90**	**2.46**

* Including transaction costs

Options, Warrants or Convertible Securities

The movement in the number of options offered to take up unissued ordinary shares of RM0.20 each and the option price pursuant to the Company's Employee Share Options Scheme (ESOS) is set out in the Directors' Report on page 32 of the Annual Report.

Pursuant to paragraph 9.25 and Part A of Appendix 9C (27) of the Listing Requirements, the breakdown of the options offered to and exercised by the Non-Executive Directors in respect of the ESOS during the financial year under review is set out as below:

	Number of options over ordinary shares of RM0.20 each			
Non-Executive Directors	**At 1.1.2010**	**Granted**	**Exercised**	**At 31.12.2010**
Datuk Ali Bin Abdul Kadir	-	350,000	-	350,000
Tan Sri Dato' Dr Lin See Yan	-	350,000	-	350,000
Total	-	700,000	-	700,000

Apart from the aforementioned, no warrants or convertible securities were issued during the financial year under review.

Depository Receipt Programme ('DRP')

During the financial year, the Company did not sponsor any DRP programme.

Sanctions and/or Penalties

There were no sanctions or penalties imposed on the Company and its subsidiaries, directors or management by the relevant regulatory bodies during the financial year under review.

Non-Audit Fees

The amount of fees for non-audit related work paid or payable to the external auditors by the Group for the financial year ended 31 December 2010 was RM77,000.

Profit Estimates, Forecast or Projection

The Company did not issue any profit estimate, forecast or projection for the financial year.

Profit Guarantee

No profit guarantee was given by the Company and/or its subsidiaries in respect of the financial year.

Material Contracts

During the financial year under review, there were no material contracts entered into by the Company and its subsidiaries which involved Directors' or major shareholders' interests.

Revaluation Policy

The Group does not have a revaluation policy in respect of the Group's property.

Recurrent Related Party Transactions

The Group did not have any recurrent related party transactions of revenue or trading nature during the financial year under review, which exceeded the materiality threshold stipulated in Paragraph 10.09 (2)(b) of the Listing Requirements.

AUDIT AND RISK COMMITTEE REPORT
(Renamed on 17 August 2010)

MEMBERSHIP AND ATTENDANCE

Chairman : Tan Sri Dato' Dr Lin See Yan *(Independent Non-Executive Director)*
Members : Datuk Ali bin Abdul Kadir *(Independent Non-Executive Chairman)*
Lim Chao Li *(Non-Independent Non-Executive Director)*

The Audit and Risk Committee ("ARC") held five (5) meetings during the financial year. The attendance of the Committee members was as follows: -

Committee Members	Number of meetings attended during ARC Members' tenure in office
Tan Sri Dato' Dr Lin See Yan (Chairman)	5/5
Datuk Ali bin Abdul Kadir	5/5
Lim Chao Li	5/5

During the financial year, the ARC has met with the external auditors twice without the Executive Board members and management present.

TERMS OF REFERENCE

1. COMPOSITION

The ARC shall be appointed by the Directors from among their number (pursuant to a resolution of the Board of Directors) and shall be composed of not fewer than three (3) members (none of whom shall be Executive) of whom the majority shall be Independent Directors.

All the members shall be financially literate and at least one (1) member of the ARC:

a) must be a member of the Malaysian Institute of Accountants; or
b) if he is not a member of the Malaysian Institute of Accountants, he must have at least three years' working experience and:

    i) he must have passed the examinations specified in Part I of the 1st Schedule of the Accountants Act 1967; or
    ii) he must be a member of one of the associations of accountants specified in Part II of the 1st Schedule of the Accountants Act 1967; or

c) must be a person who fulfills such other requirements as prescribed or approved by the Bursa Malaysia Securities Berhad.

The members of the ARC shall elect a chairman from among their number who is an Independent Director. No alternate Director of the Board shall be appointed as a member of the Committee.

In the event the elected Chairman is not able to attend a meeting of the ARC, a member of the ARC shall be nominated as Chairman for the meeting. The nominated Chairman shall be an Independent Director.

A member of the ARC who wishes to retire or resign should provide sufficient written notice to the Board of Directors so that a replacement may be appointed before he leaves.

If a member of the ARC resigns, dies or for any other reason ceases to be a member resulting in the number of members being reduced to below three, the Board of Directors shall, within two (2) months, but in any case not later than three (3) months of that event, appoint such number of new members as may be required to make up the minimum number of three members.

1. COMPOSITION (CONT'D)

The term of office and performance of the ARC and each of the members shall be reviewed by the Board at least once every three years to determine whether the ARC and its members have carried out their duties in accordance with their terms of reference.

2. FUNCTIONS

The ARC has the overall responsibility for overseeing the risk management activities of the Company and its subsidiaries (the "Group"), approving appropriate risk management procedures and measurement methodologies across the organisation. Its primary functions are as follows:

(i) To review the appointment and performance of external auditors, the audit fee, any question of resignation or dismissal, any letter of resignation from the external auditors and whether there is reason (supported by grounds) to believe that the external auditors are not suitable for re-appointment before making recommendations to the Board of Directors and recommend the nomination of a person or persons as external auditors;

(ii) To review the adequacy of existing external audit arrangements, with particulars emphasis on the scope and quality of the audit;

(iii) To ensure that the internal audit function is independent of the activities it audits and the internal auditors shall report directly to the Committee. The head of internal audit shall be responsible for the regular review and/or appraisal of the effectiveness of the risk management, internal control and governance processes within the Company;

(iv) To take cognisance of resignations of internal audit staff members (for in-house internal audit function) or the internal audit service provider (for out-sourced internal audit function) and provide the resigning staff member or the internal audit service provider an opportunity to submit his reasons for resigning;

(v) To review the adequacy of the internal audit scope and plan, including the internal audit programme; functions, competency and resources of the internal audit function and that it has the necessary authority to carry out its work;

(vi) To review the quarterly results and financial statements of the Company with both the external auditors, if applicable, and management, prior to the approval by the Board of Directors, focusing particularly on:-

a. Any changes in accounting policies and practices;
b. Significant adjustments arising from the audit;
c. The going concern assumption;
d. Compliance with accounting standards and other legal requirements;

(vii) To review the external auditors' audit report;

(viii) To review any management letter sent by the external auditors to the Company and the management's response to such letter;

(ix) To review the assistance given by the Company's officers to the external auditors;

(x) To ensure management's compliance with the Listing Requirements and all relevant legislations, guidelines and regulations issued by regulatory authorities;

(xi) To review proposals and plans to meet compliance;

2. FUNCTIONS (CONT'D)

(xii) To review management's action plans to effect any proposals to meet and maintain required standards and guidelines;

(xiii) To review all areas of significant financial risk and the arrangements in place to contain those risks to acceptable levels; and

(xiv) To review all related-party transactions and potential conflict of interests situations;

(xv) To prepare reports, if the circumstances arise or at least once (1) a year, to the Board of Directors summarising the activities or work performed in fulfilling the ARC's primary responsibilities, including details of relevant training attended by each ARC Member;

(xvi) To review the adequacy and effectiveness of the Group's risk management activities and internal control procedures as well as any internal control issues identified by the external and internal auditors;

(xvii) To ensure the implementation of the objectives outlined in the Enterprise Risk Management Framework and compliance with them;

(xviii) To evaluate the process of the Group has in place for assessing and continuously improving internal controls and systems, particularly those related to areas of significant business risk;

(xix) To review risk management reports particularly the significant risk observations and risk response and ensure that appropriate action plan is in place to mitigate the risk;

(xx) To report to the Board any significant risk observations that warrants the Board's attention;

(xxi) To provide routine quarterly reporting and update the Board on key risk management issues as well as ad hoc reporting and evaluation on investment proposals;

(xxii) To work with the Group Financial Controller and Group Internal Audit Department in the preparation of the Statement on Internal Control for inclusion in the Company's Annual Report and to recommend the same for the approvals of the Board; and

(xxiii) All other matters delegated by the Board of Directors.

The Chairman of the ARC shall engage on a continuous basis with senior management, such as the Chairman of the Board of Directors, the chief executive officer, the finance director, the head of internal audit and the external auditors in order to be kept informed of matters affecting the Group.

3. ACCESS

The ARC shall:-

(i) Have explicit authority to investigate any matters within its terms of reference;

(ii) Have the resources which it needs to perform its duties;

(iii) Have full and unrestricted access to any information which it requires in the course of performing its duties;

(iv) Have unrestricted access to the Chief Executive Officer and any other senior management staff of the Group;

3. ACCESS (CONT'D)

(v) Have direct communication channels with the external auditors and person(s) carrying out the internal audit function or activity;

(vi) Be able to obtain independent professional or other advice in the performance of its duties at the cost of the Company;

(vii) Be able to invite outsiders with relevant experience to attend its meetings if necessary; and

(viii) Be able to convene meetings with the external auditors, the internal auditors or both, excluding the attendance of other Board of Directors and employees of the Company, whenever deemed necessary.

Where the ARC is of the view that a matter reported by it to the Board has not been satisfactorily resolved resulting in a breach of the Main Market Listing Requirements, the ARC shall promptly report such matter to Bursa Malaysia Securities Berhad.

4. MEETINGS

The ARC shall meet at least four (4) times a year and such additional meetings, as the Chairman shall decide in order to fulfil its duties. Upon the request of the external auditors or internal auditors (if any), the Chairman of the ARC shall convene a meeting of the Committee to consider any matters that the auditors believe should be brought to the attention of the Directors or shareholders.

The Company Secretary or other appropriate senior official shall act as Secretary of the ARC and shall be responsible, in conjunction with the Chairman, for drawing up the agenda and circulating it, supported by explanatory documentation to committee members prior to each meeting and taking attendance for the ARC meeting. The Secretary shall also be responsible for keeping the minutes of ARC and circulating them to committee members and to the other members of the Board of Directors.

In order to form a quorum for the meeting, the majority of members present must be independent directors. The Finance Director, the Head of Internal Audit and a representative of the external auditors shall normally attend meetings. Other Board members and employees may attend the ARC Meeting upon the invitation of the Committee. However, at least twice a year the ARC shall meet with the external auditors without executive Board members, management and employees present.

The Company must ensure that other directors and employees attend any particular ARC meeting only at the ARC's invitation, specific to the relevant meeting.

5. ENTERPRISE RISK MANAGEMENT FRAMEWORK

The Enterprise Risk Management Framework is adopted for the Group to have a common strategic and formal approach to risk management so as to improve decision making, enhance outcomes and accountability.

6. RISK MANAGEMENT REPORT

Structure and Roles:-

BOARD OF DIRECTORS	Oversight responsibilities over all key risks.
ARC	Reviewing the effectiveness of the Group's risk management activities for assessing and continuously improving internal controls and systems, particularly those related to key business risks.
RISK MANAGEMENT STEERING/WORKING COMMITTEES (RMWC)	Responsible for the management of key risks in all business units and ensuring that necessary control mechanisms and improvement initiatives are delivered effectively.
BUSINESS UNIT HEADS	Responsible for the management of selected strategic risks and oversight responsibilities over operational risks.

7. REPORTING PROCEDURES

The ARC shall assist the Board in preparing the following for publication in the Company's Annual Report, including details of relevant training attended by each Committee member:-

(a) A summary of the activities of the ARC;

(b) Statement on the Company's application of the principles set out in Part 1 of the Malaysian Code on Corporate Governance;

(c) Statement on the extent of compliance with the Best Practices in Corporate Governance set out in Part 2 of the Malaysian Code on Corporate Governance, specifying reasons for any areas of non-compliance (if any) and the alternatives adopted in such areas;

(d) Statement on the Board's responsibility for preparing the annual audited financial statements; and

(e) Statement about the state of internal control of the Group.

On the risk management reporting process, the various RMWCs will perform a quarterly risk management process and thereafter present the risk management report to the ARC quarterly. The ARC will then present the risk management report to the Board on a quarterly basis.

SUMMARY OF ACTIVITIES

The ARC convened five (5) times during the financial year to review quarterly reports and annual financial statements prior to submission to the Board for consideration and approval, focusing particularly on significant acquisitions, unusual events, compliance with accounting standards and other legal requirements. The Committee also verified and ensured that the allocation under the Employee Share Option Scheme during the financial year was in compliance with the criteria specified in the scheme's Bye-Laws.

SUMMARY OF ACTIVITIES (CONT'D)

A summary of other activities undertaken by the Committee are as follows: -

(a) Reviewed with the external auditors, the Group's audit plan for the year prior to the commencement of the annual audit;

(b) Reviewed the financial statements, the audit report, and issues arising from the audits with the external auditors;

(c) Reviewed the unaudited quarterly financial statements of the Company and recommended the same for approval to the Board, upon being satisfied that inter-alia the financial reporting and disclosure requirements of the relevant authorities have been complied with;

(d) Met with the external auditors twice without Executive Board members and management present;

(e) Reviewed the adequacy of the scope, function, competency and resources of the internal audit function;

(f) Reviewed the internal control issues identified by the internal auditors as well as management's response to the recommendations and the implementation of agreed action plans;

(g) Met with the internal auditors once without Executive Board members and management present;

(h) Reviewed related party transactions and the adequacy of the Group's procedures in identifying, monitoring, reporting and reviewing related party transactions;

(i) Reviewed and verified that the allocation of options granted under the Employees' Share Option Scheme (ESOS) during the financial year were in accordance to the required provisions set out under the scheme's Bye-Laws; and

(j) Reviewed the Group's risk exposure arising from its treasury management.

The ARC appointed the Chief Executive from PKF Advisory Sdn. Bhd., an independent firm of professionals, as the Head of Internal Audit in August 2008. Through discussions with management, the Head of Internal Audit is tasked to lead discussions and work sessions in identifying key risk areas and directing internal audit efforts towards those risk areas, and thereafter report directly to the ARC to preserve the independence of the internal audit function. The appointment of the Head of Internal Audit does not preclude the ARC, Board of Directors and Management from implementing board policies on risk and control. In fulfilling its responsibilities, the ARC, Board of Directors and management identifies and evaluates the risks faced by the Group, and design, operate and monitor a suitable system of internal control which implements the policies adopted by the Board of Directors.

All employees have responsibility for internal control as part of their accountability for achieving objectives. Employees as a whole should have the necessary knowledge, skills, information and authority to establish, operate and monitor the system of internal control. This will require an understanding of the business, the Group's objectives, the industries and markets which it operates in and the risks it faces.

The Head of Internal Audit will be responsible to review and appraise the effectiveness of the risk management, internal control and governance process within the Company. In addition, he will also be responsible to enhance the quality assurance and improvement programme of the internal audit function. The results will be officially presented to the ARC at least once a year.

ARC TRAINING

During the financial year under review, members of the ARC attended training programmes on various subject matters such as capital market, corporate governance, accounting standards, taxation, marketing, business strategy and other business related programmes to enable them to discharge their responsibilities as members of the ARC more effectively.

INTERNAL AUDIT FUNCTION

The Internal Audit function has been outsourced to an external professional firm of consultants. During the financial year, the consultants have executed internal audit reviews in accordance to the strategic internal audit plan on the following processes:-

a) Best Practices of Corporate Governance Review;
b) Follow up review on Credit Utilisation and Maintenance process;
c) Financial and Operational Reporting; and
d) Accounts Receivables, Accounts Payables, and Cash & Bank Management Functions of JobStreet.com Pte Ltd.

The total fees incurred in supporting the Internal Audit Function for the financial year amounted to approximately RM48,000.00.

Further to the above, the ARC reviewed and deliberated on the internal audit reports prepared by the internal auditors during each quarter, including recommendations for corrective actions, management's response and actions taken to improve the Group's system of internal controls and operating procedures.

STATEMENT OF INTERNAL CONTROL

This statement on internal control has been prepared in compliance to the Main Market Listing Requirements of Bursa Securities.

BOARD RESPONSIBILITIES

The Board recognizes the importance of a sound system of internal control to safeguard shareholders' investment and the Group's assets. The Board has overall responsibility for the Group's system of internal control including the establishment of an appropriate control environment as well as reviewing its adequacy and integrity.

However, there are limitations that are inherent in any system of internal control and that such systems are designed to manage and control risks appropriately rather than to eliminate them. Accordingly, internal controls can only provide reasonable and not absolute assurance against material misstatement or loss. Notwithstanding this, the Board requires that the procedures and controls in place are subject to regular review as part of an ongoing process for identifying, evaluating and managing the significant risks faced by the Group.

As part of its review process, the Board will continue taking necessary measures to strengthen its internal control system to address any weaknesses identified.

RISK MANAGEMENT FRAMEWORK

During the year, the Group monitored significant risks and risk mitigation strategies on an ongoing basis through its management and Board meetings. Under the purview of the Chief Executive Officer, the respective head of each operating subsidiary and department of the Group are empowered with the responsibility of managing their respective operations.

In addition, the Audit and Risk Committee constantly reviews and improves on the existing risk management framework for identifying, evaluating and managing significant risks faced by the Group.

In view of a constantly evolving environment and competitive landscape, the Board is committed in maintaining a system of internal control that comprises the following control environment, key processes and monitoring systems:

- Audit and Risk Committee reviews the adequacy and effectiveness of the Group's risk management and internal control procedures as well as any internal control issues identified by the external and internal auditors;
- A quarterly risk-mapping process together with on-going business process review that assists the management to continuously identify significant risks associated with key processes within a changing business and operating environment;
- An annual budgeting process that establishes monthly budgets for each business unit against which performance is monitored on an ongoing basis;
- Weekly and monthly business reports and management accounts are submitted by the respective business units for review by senior management;
- Disaster recovery plans including technical infrastructure monitoring processes to help ensure the risk of system outages is minimized; and
- Segregation of duties and limits of authority are practiced to ensure accountability and responsibility.

INTERNAL AUDIT REVIEW

The Audit and Risk Committee is tasked by the Board with the duty of reviewing and monitoring the effectiveness of the Group's system of internal control. In carrying out its responsibilities, the Committee relies on the support of an external professional firm of consultants appointed by the Committee, which carries out internal audits on various operating units within the Group on a quarterly basis. These audits review the internal controls in the key activities of the Group's business based on a 2-year detailed internal audit plan approved by the Audit and Risk Committee. Based on these audits, the Internal Auditors provide the Committee with periodic reports highlighting observations, recommendations and management action plans to improve the system of internal control.

ASSOCIATED COMPANIES AND JOINTLY-CONTROLLED ENTITIES

The Group's system of internal controls does not cover associated companies and jointly-controlled entities.

WEAKNESSES IN INTERNAL CONTROLS THAT RESULT IN MATERIAL LOSSES

There were no material losses or contingencies requiring disclosure in the annual report under review as a result from weaknesses in internal control.

This statement has been made in accordance with the resolution passed in the Board of Directors' meeting held on 27 April 2011.

FINANCIAL STATEMENTS

DIRECTORS' REPORT
for the year ended 31 December 2010

The Directors have pleasure in submitting their report and the audited financial statements of the Group and of the Company for the financial year ended 31 December 2010.

PRINCIPAL ACTIVITIES

The principal activities of the Company are the provision of interactive marketing services and investment holding, whilst the principal activities of the subsidiaries are as stated in Note 5 to the financial statements. There has been no significant change in the nature of these activities during the financial year.

RESULTS

	Group RM	Company RM
Profit for the year attributable to:		
Owners of the Company	40,980,718	30,222,184
Minority interests	2,156,930	-
	43,137,648	30,222,184

RESERVES AND PROVISIONS

There were no material transfers to or from reserves and provisions during the financial year other than as disclosed in the financial statements.

DIVIDENDS

Since the end of the previous financial year, the Company declared and paid:

i) a final dividend of 1.5 sen per share tax exempt amounting to RM4,725,400 in respect of the financial year ended 31 December 2009 on 28 June 2010;

ii) a first interim dividend of 1.25 sen per share tax exempt amounting to RM3,944,640 in respect of the financial year ended 31 December 2010 on 28 June 2010;

iii) a second interim single tier dividend of 1.25 sen per share amounting to RM3,947,741 in respect of the financial year ended 31 December 2010 on 28 September 2010;

iv) a third interim single tier dividend of 1.5 sen per share amounting to RM4,743,139 in respect of the financial year ended 31 December 2010 on 28 December 2010; and

v) a fourth interim single tier dividend of 1.5 sen per share amounting to RM4,762,009 in respect of the financial year ended 31 December 2010 which was declared on 24 February 2011 and paid on 31 March 2011. This dividend has not been accounted for in the financial statement.

The Directors recommend the payment of a final single tier dividend of 1.0 sen per share amounting to RM3,162,093 in respect of the financial year ended 31 December 2010. This is computed based on the outstanding issued and paid-up share capital as at 31 December 2010 net of treasury shares held, and subject to the approval of shareholders at the forthcoming Annual General Meeting. The proposed final dividend has not been accounted for in the financial statement.

DIRECTORS OF THE COMPANY

Directors who served since the date of the last report are:

Datuk Ali bin Abdul Kadir
Tan Sri Dato' Dr. Lin See Yan
Lim Chao Li
Ng Kay Yip
Chang Mun Kee
Suresh A/L Thirugnanam

DIRECTORS' INTERESTS

The interests and deemed interests in the shares and options of the Company and of its related corporations (other than wholly-owned subsidiaries) of those who were Directors at year end (including the interests, if any, of the spouses or children of the Directors who themselves are not Directors of the Company) as recorded in the Register of Directors' Shareholdings are as follows:

Shareholdings in which Directors have direct interest

		Number of ordinary shares			
The Company	**Nominal value RM**	**At 1.1.2010**	**Acquired/ Options Exercised**	**Disposed**	**At 31.12.2010**
Datuk Ali bin Abdul Kadir	0.20	1,500,000	-	-	1,500,000
Tan Sri Dato' Dr. Lin See Yan	0.20	3,000,000	-	-	3,000,000
Lim Chao Li	0.20	27,507,465	-	(3,224,400)	24,283,065
Ng Kay Yip	0.20	30,195,210	-	(4,171,900)	26,023,310
Chang Mun Kee	0.20	33,550,377	-	(4,500,000)	29,050,377
Suresh A/L Thirugnanam	0.20	12,965,810	480,000	(1,080,400)	12,365,410

		Number of ordinary shares			
JobStreet.com Philippines Inc	**Nominal value PHP**	**At 1.1.2010**	**Acquired**	**Disposed**	**At 31.12.2010**
Chang Mun Kee	1.00	1*	-	-	1*

Jobstreet.com Limited	**Nominal value HKD**	**At 1.1.2010**	**Acquired**	**Disposed**	**At 31.12.2010**
Chang Mun Kee	1.00	1*	-	-	1*

* Shares held in trust for JobStreet.com Pte Ltd

Shareholdings in which Directors have indirect interest

		Number of ordinary shares			
The Company	**Nominal value RM**	**At 1.1.2010**	**Acquired**	**Disposed**	**At 31.12.2010**
Datuk Ali bin Abdul Kadir	0.20	105,000	-	-	105,000
Chang Mun Kee	0.20	5,000,000	-	-	5,000,000

The Company	Number of options over ordinary shares of RM0.20 each At 1.1.2010	Granted	Exercised	At 31.12.2010
Datuk Ali bin Abdul Kadir	-	350,000	-	350,000
Tan Sri Dato' Dr. Lin See Yan	-	350,000	-	350,000
Chang Mun Kee	2,250,000	1,000,000	-	3,250,000
Suresh A/L Thirugnanam	480,000	700,000	(480,000)	700,000

DIRECTORS' BENEFITS

Since the end of the previous financial year, no Director of the Company has received nor become entitled to receive any benefit (other than a benefit included in the aggregate amount of emoluments received or due and receivable by Directors as shown in the financial statements or the fixed salary of a full time employee of the Company or companies) by reason of a contract made by the Company or a related company with the Director or with a firm of which the Director is a member, or with a company in which the Director has a substantial financial interest in the ordinary course of business as disclosed in Note 29 to the financial statements.

There were no arrangements during and at the end of the financial year which had the object of enabling Directors of the Company to acquire benefits by means of the acquisition of shares in or debentures of the Company or any other body corporate apart from the options granted under the Company's Employee Share Option Scheme.

ISSUE OF SHARES AND DEBENTURES

During the financial year, the Company issued 3,457,100 new ordinary shares of RM0.20 each for cash arising from the exercise of employees' share options at a weighted average exercise price of approximately RM1.03 per ordinary share.

There were no other changes in the authorised, issued and paid-up capital of the Company during the financial year.

There were no debentures issued during the financial year.

OPTIONS GRANTED OVER UNISSUED SHARES

No options were granted to any person to take up unissued shares of the Company during the financial year apart from the issue of options pursuant to the Employees' Share Option Scheme.

Employee Share Option Scheme

At an Extraordinary General Meeting held on 5 October 2004, the Company's shareholders approved the establishment of an Employee Share Option Scheme ("ESOS") involving up to 10% of the issued share capital of the Company at any time during the existence of the ESOS, to the Directors and eligible employees of the Group.

The salient features of the scheme are as follows:-

i) Eligible employees are those who have been confirmed as employees of the Group at the date of the offer. Employees include both Executive Directors and Non-Executive Directors.

ii) The option is personal to the grantee and is non-assignable.

iii) The options granted may be exercised at such year that may be stipulated by the option committee within the duration of the scheme upon giving notice in writing.

iv) The scheme shall be in force for a duration of five (5) years from the effective date of the implementation of the scheme.

v) The options granted may be exercised in full or in lesser number of ordinary shares provided that the number shall be in multiples of 100 shares.

The persons to whom the options have been granted have no right to participate by virtue of the options in any share issue of any other company within the Group.

On 23 November 2009, the Board of Directors of the Company had resolved to extend the duration of the scheme for another 5 years to 29 November 2014.

At an Extraordinary General Meeting held on 6 January 2010, the Company's shareholders approved the proposed amendments to the Bye-Laws of the ESOS to allow Directors of the Company to allot and issue new ordinary shares of RM0.20 each in the Company of up to 15% of the total issued and paid-up capital of the Company (excluding treasury shares) at any one time pursuant to the exercise of additional options.

The options offered to take up unissued ordinary shares of RM0.20 each and the option prices are as follows:

		Number of options over ordinary shares of RM0.20 each ('000)				
Date of Offer	**Option Price**	**Balance at 1.1.2010**	**Granted**	**Exercised**	**Lapsed**	**Balance at 31.12.2010**
29.11.2004	RM0.36	5,532	-	(1,123)	-	4,409
23.02.2006	RM0.90	626	-	(195)	(151)	280
28.03.2007	RM1.08	985	-	(630)	(18)	337
20.05.2008	RM1.53	1,900	-	(1,509)	(18)	373
11.01.2010	RM1.31	-	13,695	-	(1,274)	12,421
		9,043	13,695	(3,457)	(1,461)	17,820

The Company has been granted exemption by the Companies Commission of Malaysia from having to disclose the names of option holders to whom less than 600,000 options have been granted during the financial year and details of their holdings. The remaining option holders (other than Directors of the Company) are as follows:-

Name of option holders granted	**No. of share options**
Wong Siew Hui	700,000
Gregory Charles Poarch	700,000
Chris Antonius	600,000
Grace Colet	600,000
Sito Kok Hoong	600,000
Chook Yuh Yng	600,000
Leong Wai Kong	600,000
Goh Kok Ghee	600,000

SHARE BUY-BACK

On 17 May 2010, the shareholders of the Company renewed their approval for the Company to buy-back its own shares. During the financial year, the Company bought back from the open market, 2,000 of its issued ordinary shares of RM0.20 each ("JobStreet Shares") listed on the Main Market of Bursa Malaysia Securities Berhad at an average buy-back price of approximately RM2.46 per ordinary share. The total consideration paid for the share buy-back of JobStreet Shares by the Company during the financial year was RM4,910 and was financed by internally generated funds. The JobStreet Shares bought back are held as treasury shares in accordance with Section 67A Subsection 3(A)(b) of the Companies Act, 1965. None of the treasury shares held were resold or cancelled during the financial year.

As at 31 December 2010, the Company held 2,190,700 JobStreet Shares as treasury shares out of its total issued and paid-up share capital of 318,400,000 JobStreet Shares. Such treasury shares are held at a carrying amount of RM2,630,490. Further information is disclosed in Note 11 to the financial statements.

OTHER STATUTORY INFORMATION

Before the statements of financial position and statements of comprehensive income of the Group and of the Company were made out, the Directors took reasonable steps to ascertain that:

i) all known bad debts have been written off and adequate impairment made for trade receivables, and

ii) all current assets which were unlikely to be realised in the ordinary course of business have been written down to an amount which they might be expected so to realise.

At the date of this report, the Directors are not aware of any circumstances:

i) that would render the amount written off for bad debts, or the amount of the impairment of trade receivables, in the Group and in the Company inadequate to any substantial extent, or

ii) that would render the value attributed to the current assets in the Group and in the Company financial statements misleading, or

iii) which have arisen which render adherence to the existing method of valuation of assets or liabilities of the Group and of the Company misleading or inappropriate, or

iv) not otherwise dealt with in this report or in the financial statements, that would render any amount stated in the financial statements of the Group and of the Company misleading.

At the date of this report, there does not exist:

i) any charge on the assets of the Group or of the Company that has arisen since the end of the financial year and which secures the liabilities of any other person, or

ii) any contingent liability in respect of the Group or of the Company that has arisen since the end of the financial year.

No contingent liability or other liability of any company in the Group has become enforceable, or is likely to become enforceable within the period of twelve months after the end of the financial year which, in the opinion of the Directors, will or may substantially affect the ability of the Group and of the Company to meet their obligations as and when they fall due.

In the opinion of the Directors, the financial performance of the Group and of the Company for the financial year ended 31 December 2010 have not been substantially affected by any item, transaction or event of a material and unusual nature nor has any such item, transaction or event occurred in the interval between the end of that financial year and the date of this report.

SIGNIFICANT EVENTS DURING THE FINANCIAL YEAR

The significant events during the financial year are as disclosed in Note 32 to the financial statements.

AUDITORS

The auditors, Messrs KPMG, have indicated their willingness to accept re-appointment.

Signed on behalf of the Board of Directors in accordance with a resolution of the Directors:

CHANG MUN KEE

LIM CHAO LI

Kuala Lumpur,

Date: 27 April 2011

STATEMENTS OF FINANCIAL POSITION
as at 31 December 2010

	Note	Group 2010 RM	Group 2009 RM	Company 2010 RM	Company 2009 RM
Assets					
Property and equipment	3	14,332,248	13,517,753	470,069	373,773
Intangible assets	4	2,648,047	2,978,047	-	-
Investments in subsidiaries	5	-	-	19,807,863	19,807,863
Investments in associates and jointly-controlled entities	6	81,116,506	5,654,723	80,948,812	4,841,461
Other investments	7	27,427,911	65,755,384	27,427,911	65,755,384
Deferred tax assets	8	3,030,032	143,088	-	-
Total non-current assets		128,554,744	88,048,995	128,654,655	90,778,481
Other investments	7	12,027,783	8,305,231	2,280,138	2,175,476
Tax recoverable		6,710	1,500	6,710	1,500
Trade and other receivables	9	13,090,450	9,914,844	20,251,398	28,858,601
Prepayments and other assets		1,114,662	1,086,090	4,366	75,105
Cash and cash equivalents	10	50,180,499	50,640,907	2,142,933	16,645,308
Total current assets		76,420,104	69,948,572	24,685,545	47,755,990
Total assets		204,974,848	157,997,567	153,340,200	138,534,471
Equity					
Share capital		63,680,000	62,988,580	63,680,000	62,988,580
Reserves		103,481,542	64,203,933	75,566,233	46,610,368
Total equity attributable to owners of the Company	11	167,161,542	127,192,513	139,246,233	109,598,948
Minority interest		1,149,892	3,057,548	-	-
Total equity		168,311,434	130,250,061	139,246,233	109,598,948
Liabilities					
Loans and borrowings	12	368,843	514,916	-	-
Deferred tax liabilities	8	-	215,346	-	-
Total non-current liabilities		368,843	730,262	-	-
Loans and borrowings	12	157,815	154,297	-	-
Deferred income	13	24,465,214	18,218,368	5,000	73,917
Trade and other payables	14	8,829,296	6,746,308	14,088,967	28,861,606
Taxation		2,842,246	1,898,271	-	-
Total current liabilities		36,294,571	27,017,244	14,093,967	28,935,523
Total liabilities		36,663,414	27,747,506	14,093,967	28,935,523
Total equity and liabilities		204,974,848	157,997,567	153,340,200	138,534,471

The notes on pages 43 to 96 are an integral part of these financial statements.

STATEMENTS OF COMPREHENSIVE INCOME

for the year ended 31 December 2010

	Note	Group 2010 RM	Group 2009 RM	Company 2010 RM	Company 2009 RM
Revenue	16	117,107,133	92,340,834	31,682,404	31,135,185
Other operating income	17	1,391,863	979,298	180,020	246,447
Advertising expenses		(3,419,301)	(1,382,650)	-	-
Contract and outsourcing cost		(13,190,560)	(15,972,842)	-	-
Depreciation		(1,413,416)	(1,354,280)	(16,197)	(7,760)
Rental of office and equipment		(1,500,295)	(1,498,941)	(11,637)	(1,937)
Staff costs	19	(36,313,235)	(27,338,513)	(229,681)	(215,159)
Telecommunication expenses		(1,070,652)	(907,627)	(4,188)	(3,475)
Travelling expenses		(635,468)	(531,055)	(440)	(17,154)
Other operating expenses	17	(10,513,313)	(8,762,125)	(1,213,113)	(1,107,500)
Results from operating activities		50,442,756	35,572,099	30,387,168	30,028,647
Interest income		1,007,657	991,613	147,913	174,949
Reversal of diminution in value on other investments		-	1,765,946	-	1,682,572
Impairment losses on investments in a subsidiary and an associate		-	(700,000)	-	(877,902)
Impairment loss on intangibles		(330,000)	-	-	-
Finance costs		(14,333)	(18,741)	-	-
Gain on disposal of a subsidiary	30	-	66,272	-	4
Gain on financial assets classified as fair value through profit or loss		185,662	-	104,662	-
Share of profit/(loss) of equity accounted associate and jointly-controlled entities, net of tax		3,864,495	(1,052,597)	-	-
Profit before tax		55,156,237	36,624,592	30,639,743	31,008,270
Tax expense	20	(12,018,589)	(7,378,695)	(417,559)	(310,941)
Profit for the year		43,137,648	29,245,897	30,222,184	30,697,329

	Note	Group 2010 RM	Group 2009 RM	Company 2010 RM	Company 2009 RM
Profit for the year		43,137,648	29,245,897	30,222,184	30,697,329
Other comprehensive income, net of tax					
Foreign currency translation differences for foreign operations		(769,134)	116,968	-	-
Fair value of available-for-sale financial assets		6,203,000	-	6,203,000	-
Other comprehensive income for the year, net of tax		5,433,866	116,968	6,203,000	-
Profit and total comprehensive income for the year		48,571,514	29,362,865	36,425,184	30,697,329
Profit attributable to:					
Owners of the Company		40,980,718	27,687,155	30,222,184	30,697,329
Minority interests		2,156,930	1,558,742	-	-
Profit for the year		43,137,648	29,245,897	30,222,184	30,697,329
Basic earnings per ordinary share based on profit attributable to owners of the Company (sen)	21	13.01	8.90		
Diluted earnings per ordinary share based on profit attributable to owners of the Company (sen)	21	12.65	8.79		
Total comprehensive income attributable to:					
Owners of the Company		46,531,200	27,801,376	36,425,184	30,697,329
Minority interests		2,040,314	1,561,489	-	-
Total comprehensive income for the year		48,571,514	29,362,865	36,425,184	30,697,329

The notes on pages 43 to 96 are an integral part of these financial statements.

STATEMENTS OF CHANGES IN EQUITY

for the year ended 31 December 2010

		<------ Attributable to owners of the Company										------>
		<------ *Non-distributable*						------>	*Distributable*			
Group	**Note**	**Share capital RM**	**Share premium RM**	**Capital reserve RM**	**Translation reserve RM**	**Fair value reserve RM**	**Share option reserve RM**	**Treasury shares RM**	**Retained earnings RM**	**Total RM**	**Minority interest RM**	**Total equity RM**
At 1 January 2009		62,174,880	1,464,381	-	1,098,219	-	983,457	(1,280)	43,523,678	109,243,335	1,607,384	110,850,719
Foreign exchange translation differences		-	-	-	110,029	-	-	-	-	110,029	(7,055)	102,974
Disposal of a subsidiary	30	-	-	-	4,192	-	-	-	-	4,192	9,802	13,994
Total comprehensive income for the year		-	-	-	-	-	-	-	27,687,155	27,687,155	1,558,742	29,245,897
		-	-	-	114,221	-	-	-	27,687,155	27,801,376	1,561,489	29,362,865
Share options exercised	11	813,700	1,088,901	-	-	-	-	-	-	1,902,601	-	1,902,601
Transfer to share premium for share options exercised		-	167,515	-	-	-	(167,515)	-	-	-	-	-
Transfer to retained earnings for share options lapsed		-	-	-	-	-	(133,878)	-	133,878	-	-	-
Treasury shares acquired	11	-	-	-	-	-	-	(2,624,300)	-	(2,624,300)	-	(2,624,300)
Share-based payments	15	-	-	-	-	-	236,701	-	-	236,701	-	236,701
Acquisition of shares in subsidiaries	31	-	-	-	-	-	-	-	-	-	(111,325)	(111,325)
Dividends	22	-	-	-	-	-	-	-	(9,367,200)	(9,367,200)	-	(9,367,200)
At 31 December 2009 / 1 January 2010		62,988,580	2,720,797	-	1,212,440	-	918,765	(2,625,580)	61,977,511	127,192,513	3,057,548	130,250,061
Effect of adopting FRS 139		-	-	-	-	5,951,000	-	-	-	5,951,000	-	5,951,000
At 1 January 2010, restated		62,988,580	2,720,797	-	1,212,440	5,951,000	918,765	(2,625,580)	61,977,511	133,143,513	3,057,548	136,201,061
Total comprehensive income for the year		-	-	-	(652,518)	6,203,000	-	-	40,980,718	46,531,200	2,040,314	48,571,514
Share options exercised	11	691,420	2,877,314	215,728	-	-	-	-	-	3,784,462	-	3,784,462
Transfer to share premium for share options exercised		-	629,553	-	-	-	(629,553)	-	-	-	-	-
Transfer to retained earnings for share options lapsed		-	-	-	-	-	(35,862)	-	35,862	-	-	-
Treasury shares acquired	11	-	-	-	-	-	-	(4,910)	-	(4,910)	-	(4,910)
Share-based payments	15	-	-	-	-	-	1,068,197	-	-	1,068,197	-	1,068,197
Dividends	22	-	-	-	-	-	-	-	(17,360,920)	(17,360,920)	(3,947,970)	(21,308,890)
At 31 December 2010		63,680,000	6,227,664	215,728	559,922	12,154,000	1,321,547	(2,630,490)	85,633,171	167,161,542	1,149,892	168,311,434
		Note 11	Note 11	Note 11	Note 11	Note 11	Note 11	Note 11				

		<--- Attributable to owners of the Company --->						
		<--- *Non-distributable* --->					*Distributable*	
Company	**Note**	**Share capital RM**	**Share premium RM**	**Fair value reserve RM**	**Share option reserve RM**	**Treasury shares RM**	**Retained earnings RM**	**Total equity RM**
At 1 January 2009		62,174,880	1,464,381	-	983,457	(1,280)	24,132,379	88,753,817
Total comprehensive income for the year		-	-	-	-	-	30,697,329	30,697,329
Shares options exercised	11	813,700	1,088,901	-	-	-	-	1,902,601
Transfer to share premium for share options exercised		-	167,515	-	(167,515)	-	-	-
Transfer to retained earnings for share options lapsed		-	-	-	(133,878)	-	133,878	-
Treasury shares acquired	11	-	-	-	-	(2,624,300)	-	(2,624,300)
Share-based payments	15	-	-	-	236,701	-	-	236,701
Dividends	22	-	-	-	-	-	(9,367,200)	(9,367,200)
As at 31 December 2009 / 1 January 2010		62,988,580	2,720,797	-	918,765	(2,625,580)	45,596,386	109,598,948
Effect of adopting FRS 139		-	-	5,951,000	-	-	-	5,951,000
At 1 January 2010, restated		62,988,580	2,720,797	5,951,000	918,765	(2,625,580)	45,596,386	115,549,948
Total comprehensive income for the year		-	-	6,203,000	-	-	30,222,184	36,425,184
Shares options exercised	11	691,420	2,877,314	-	-	-	-	3,568,734
Transfer to share premium for share options exercised		-	629,553	-	(629,553)	-	-	-
Transfer to retained earnings for share options lapsed		-	-	-	(35,862)	-	35,862	-
Treasury shares acquired	11	-	-	-	-	(4,910)	-	(4,910)
Share-based payments	15	-	-	-	1,068,197	-	-	1,068,197
Dividends	22	-	-	-	-	-	(17,360,920)	(17,360,920)
At 31 December 2010		63,680,000	6,227,664	12,154,000	1,321,547	(2,630,490)	58,493,512	139,246,233
		Note 11	Note 11	Note 11	Note 11	Note 11	Note 11	

The notes on pages 43 to 96 are an integral part of these financial statements.

STATEMENTS OF CASH FLOWS
for the year ended 31 December 2010

	Note	Group 2010 RM	Group 2009 RM	Company 2010 RM	Company 2009 RM
Cash flows from operating activities					
Profit before tax		55,156,237	36,624,592	30,639,743	31,008,270
Adjustments for:					
Depreciation	3	1,413,416	1,354,280	16,197	7,760
Property and equipment written off	3	5	9,004	-	-
Loss/(Gain) on disposal of property and equipment		20,015	(471)	-	-
Share-based payments	19	1,068,197	236,701	120,293	(29,386)
Share of (profit)/loss after tax and minority interest of equity accounted associates and jointly-controlled entities		(3,864,495)	1,052,597	-	-
Dividend income	16	(1,032,312)	(2,214,039)	(30,385,260)	(30,283,358)
Negative goodwill on acquisition of a subsidiary		(564,928)	-	-	-
Gain on disposal of equity interest in a subsidiary	30	-	(66,272)	-	(4)
Interest income		(1,007,657)	(991,613)	(147,913)	(174,949)
Finance costs		14,333	18,741	-	-
Gain on disposal of investments in unit trusts		-	(32,488)	-	(49,758)
Investment distribution income		(232,148)	(223,824)	(52,408)	(24,392)
Impairment loss on investment in subsidiaries		-	-	-	177,902
Impairment loss on investment in an associate		-	700,000	-	700,000
Impairment loss on intangibles	4	330,000	-	-	-
Reversal of diminution in value on other investments		-	(1,765,946)	-	(1,682,572)
Gain on financial assets classified as fair value through profit or loss		(185,662)	-	(104,662)	-
Unrealised foreign exchange loss/(gain)		187,065	(107,790)	2,390	(17,925)
Operating profit/(loss) before working capital changes		51,302,066	34,593,472	88,380	(368,412)
Changes in trade and other receivables	(i)	(2,757,700)	204,011	567,398	638,425
Changes in prepayments and other financial assets		(15,974)	437,133	70,739	70,739
Changes in deferred income		6,279,945	1,881,649	(68,917)	22,925
Changes in trade and other payables		19,148	(739,908)	(14,772,640)	12,091,010
Cash generated from operations		54,827,485	36,376,357	(14,115,040)	12,454,687
Income tax paid		(12,813,809)	(7,531,686)	(422,768)	(51,939)
Interest received		1,007,657	991,613	147,913	174,949
Finance costs		(14,333)	(18,741)	-	-
Net cash generated from operating activities		43,007,000	29,817,543	(14,389,895)	12,577,697

	Note	Group 2010 RM	Group 2009 RM	Company 2010 RM	Company 2009 RM
Cash flows from investing activities					
Acquisition of subsidiaries, net of cash acquired	31	1,490,026	(111,325)	-	(50,000)
Disposal of subsidiaries, net cash outflow	30	-	(33,493)	-	-
Investment distribution income received		232,148	223,824	52,408	24,392
Increase in investments in an associate		(11,740,811)	-	(11,740,811)	-
Acquisition of other investments		(17,424,202)	(30,472,850)	(13,885,067)	(30,454,053)
Purchase of property and equipment	3	(2,267,425)	(916,734)	(112,493)	-
Purchase of treasury shares		(4,910)	(2,624,300)	(4,910)	(2,624,300)
Proceeds from disposal of property and equipment		9,232	1,644	-	-
Proceeds from redemption of investments in quoted unit trusts		-	9,861,007	-	8,000,000
Dividends received from a subsidiary		-	-	35,265,289	27,402,221
Dividends received from an associate		3,072,978	-	3,072,978	-
Dividends received from other investments		1,032,312	1,945,642	1,032,312	1,945,642
Net cash (used in)/from investing activities		(25,600,652)	(22,126,585)	13,679,706	4,243,902
Cash flows from financing activities					
Dividends paid to shareholders of the Company	22	(17,360,920)	(9,367,200)	(17,360,920)	(9,367,200)
Dividends paid to minority shareholders	(ii)	(3,035,133)	(839,152)	-	-
Proceeds from issuance of shares pursuant to ESOS		3,568,734	1,902,601	3,568,734	1,902,601
Repayment of borrowings		(157,816)	(150,679)	-	-
Net cash used in financing activities		(16,985,135)	(8,454,430)	(13,792,186)	(7,464,599)
Net increase/(decrease) in cash and cash equivalents		421,213	(763,472)	(14,502,375)	9,357,000
Cash and cash equivalents at beginning of the year		50,640,907	51,119,836	16,645,308	7,288,308
Effects of exchange rate changes on cash and cash equivalents		(881,621)	284,543	-	-
Cash and cash equivalents at end of year		50,180,499	50,640,907	2,142,933	16,645,308

Cash and cash equivalents

Cash and cash equivalents included in the statements of cash flows comprise the following statement of financial position amounts:

		Group		Company	
	Note	**2010 RM**	**2009 RM**	**2010 RM**	**2009 RM**
Deposits with licensed banks		38,862,244	37,706,253	543,767	9,870,139
Cash and bank balances		11,318,255	12,934,654	1,599,166	6,775,169
	10	50,180,499	50,640,907	2,142,933	16,645,308

i) In the previous year, the Company reassigned its rights of the Intellectual Property to a subsidiary at cost to be settled via indebtedness.

ii) Dividends declared by a subsidiary, JobStreet.com Philippines, Inc. to its minority shareholders are as follows:

	2010 RM	**2009 RM**
Dividend - 2009	2,065,467	-
Dividend - 2010	1,882,503	-
	3,947,970	-

The subsidiary has paid RM3,035,133 (2009 – RM839,152 in relation to dividends declared for the financial year ended 31 December 2008) during the year under review.

The notes on pages 43 to 96 are an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

JobStreet Corporation Berhad is a public limited liability company, incorporated and domiciled in Malaysia and is listed on the Main Market of Bursa Malaysia Securities Berhad. The addresses of the principal place of business and registered office of the Company are as follows:

REGISTERED OFFICE
Lot 6.05, Level 6
KPMG Tower, 8 First Avenue
Bandar Utama
47800, Petaling Jaya
Selangor Darul Ehsan

PRINCIPAL PLACE OF BUSINESS
Wisma JobStreet.com
No. 27, Lorong Medan Tuanku 1
(Off Jalan Sultan Ismail)
50300 Kuala Lumpur

The consolidated financial statements of the Group as at and for the year ended 31 December 2010 comprise the Company and its subsidiaries (together referred to as the Group) and the Group's interest in associates and jointly-controlled entities. The financial statements of the Company as at and for the year ended 31 December 2010 do not include other entities.

The Company is principally engaged in the provision of interactive marketing services and investment holding while the principal activities of the other Group entities are as stated in Note 5 to the financial statements.

The financial statements were authorised for issue by the Board of Directors on 27 April 2011.

1. BASIS OF PREPARATION

(a) Statement of compliance

The financial statements of the Group and the Company have been prepared in accordance with Financial Reporting Standards (FRS), accounting principles generally accepted and the Companies Act, 1965 in Malaysia.

The Group and the Company has not applied the following accounting standards (including its consequential amendments) and interpretations that have been issued by the Malaysian Accounting Standards Board (MASB) but are not yet effective for the Group and the Company:

FRSs, Interpretations and amendments effective for annual periods beginning on or after 1 March 2010

- Amendments to FRS 132, *Financial Instruments: Presentation – Classification of Rights Issue*

FRSs, Interpretations and amendments effective for annual periods beginning on or after 1 July 2010

- FRS 1, First-time Adoption of Financial Reporting Standards (revised)
- FRS 3, Business Combinations (revised)
- FRS 127, Consolidated and Separate Financial Statements (revised)
- Amendments to FRS 2, Share-based Payment
- Amendments to FRS 5, Non-current Assets Held for Sale and Discontinued Operations
- Amendments to FRS 138, Intangible Assets
- IC Interpretation 12, Service Concession Agreements
- IC Interpretation 16, Hedges of a Net Investment in a Foreign Operation
- IC Interpretation 17, Distributions of Non-cash Assets to Owners
- Amendments to IC Interpretation 9, Reassessment of Embedded Derivatives

1. BASIS OF PREPARATION (CONT'D)

(a) Statement of compliance (cont'd)

FRSs, Interpretations and amendments effective for annual periods beginning on or after 1 January 2011

- Amendments to FRS 1, *First-time Adoption of Financial Reporting Standards*
  - *Limited Exemption from Comparative FRS 7 Disclosures for First-time Adopters*
  - *Additional Exemptions for First-time Adopters*
- Amendments to FRS 2, *Group Cash-settled Share Based Payment Transactions*
- Amendments to FRS 7, *Financial Instruments: Disclosures – Improving Disclosures about Financial Instruments*
- IC Interpretation 4, *Determining whether an Arrangement contains a Lease*
- IC Interpretation 18, *Transfers of Assets from Customers*
- Improvements to FRSs (2010)

FRSs, Interpretations and amendments effective for annual periods beginning on or after 1 July 2011

- IC Interpretation 19, *Extinguishing Financial Liabilities with Equity Instruments*
- Amendments to IC Interpretation 14, *Prepayment of a Minimum Funding Requirement*

FRSs, Interpretations and amendments effective for annual periods beginning on or after 1 January 2012

- FRS 124, *Related Party Disclosures* (revised)
- IC Interpretation 15, *Agreements for the Construction of Real Estate*

The Group and the Company plan to apply the abovementioned standards, amendments and interpretations from the annual period beginning 1 January 2011 for those standards, amendments or interpretations that will be effective for annual periods beginning on or after 1 March 2010, 1 July 2010 and 1 January 2011, except for IC Interpretation 12, IC Interpretation 17 and IC Interpretation 18 which are not applicable to the Group and the Company.

The initial application of the abovementioned standards, amendments or interpretations, which will be applied prospectively, or which requires extended disclosures, are not expected to have any material financial impacts to the current and prior periods financial statements upon their first adoption other than expected changes in accounting policies as discussed below:

<u>FRS 3 (revised), Business Combinations</u>

- The definition of a business combination has been broadened, which is likely to result in more acquisitions being treated as business combinations.
- Contingent consideration will be measured at fair value, with subsequent changes therein recognised in profit or loss.
- Transaction costs, other than share and debt issue costs, will be expensed as incurred.
- Any pre-existing interest in the acquiree will be measured at fair value with the gain or loss recognised in profit or loss.
- Any minority (will be known as non-controlling) interest will be measured at either fair value, or at its proportionate interest in the identifiable assets and liabilities of the acquire, on a transaction-by-transaction basis.

FRS 3 (revised), which becomes mandatory for the Group's 2011 consolidated financial statements, will be applied prospectively and therefore there will have no impact on prior periods in the Group's 2011 consolidated financial statements.

1. BASIS OF PREPARATION (CONT'D)

(a) Statement of compliance (cont'd)

FRS 127 (2010), Consolidated and Separate Financial Statements

- The amendments to FRS 127 require changes in group composition to be accounted for as equity transactions between the group and its minority (will be known as non-controlling) interest holders. Currently, changes in group composition are accounted for in accordance with the accounting policies as described in note 2(a)(iv).

- The amendments to FRS 127 require all losses attributable to minority interest to be absorbed by minority interest i.e., the excess and any further losses exceeding the minority interest in the equity of a subsidiary are no longer charged against the Group's interest. Currently, such losses are accounted for in accordance with the accounting policies as described in note 2(a)(v).

The above changes in accounting policies are not expected to have a material impact to the Group.

Following the announcement by the MASB on 1 August 2008, the Company's financial statement will be prepared in accordance with the International Financial Reporting Standards (IFRS) framework for annual periods beginning on 1 January 2012.

(b) Basis of measurement

The financial statements have been prepared on the historical cost basis other than as disclosed in the financial statements.

(c) Functional and presentation currency

These financial statements are presented in Ringgit Malaysia (RM), which is the Company's functional currency. All financial information is presented in RM unless otherwise stated.

(d) Use of estimates and judgements

The preparation of financial statements in conformity with FRSs requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

There are no significant areas of estimation uncertainty and critical judgements in applying accounting policies that have significant effect on the amounts recognised in the financial statements other than those disclosed in the following notes:

- Note 4 – Impairment test of goodwill and intellectual property
- Note 6 – Valuation of investments in associates and jointly-controlled entities
- Note 7 – Valuation of other investments
- Note 8 – Deferred tax assets

2. SIGNIFICANT ACCOUNTING POLICIES

The accounting policies set out below have been applied consistently to the periods presented in these financial statements, and have been applied consistently by Group entities, other than disclosed in the following notes as a result of initial adoption of FRSs, IC interpretations and amendments as at 1 January 2010:

Note 2 (c) – Financial Instruments
Note 2 (g) – Receivables
Note 2 (r) – Operating Segments

(a) Basis of consolidation

(i) Subsidiaries

Subsidiaries are entities, including unincorporated entities, controlled by the Group. Control exists when the Group has the ability to exercise its power to govern the financial and operating policies of an entity so as to obtain benefits from its activities. In assessing control, potential voting rights that presently are exercisable are taken into account. Subsidiaries are consolidated using the purchase method of accounting.

Under the purchase method of accounting, the financial statements of subsidiaries are included in the consolidated financial statements from the date that control commences until the date that control ceases.

Investments in subsidiaries are stated in the Company's and a subsidiary's statements of financial position at cost less any impairment losses.

(ii) Associates

Associates are entities, including unincorporated entities, in which the Group has significant influence, but not control, over the financial and operating policies.

Investment in associates are accounted for in the consolidated financial statements using the equity method less any impairment losses. The consolidated financial statements include the Group's share of the profit or loss and other comprehensive income of the equity accounted associates, after adjustments if any, to align the accounting policies with those of the Group, from the date that significant influence commences until the date that significant influence ceases.

When the Group's share of losses exceeds its interest in an equity accounted associate, the carrying amount of that interest (including any long-term investments) is reduced to zero, and the recognition of further losses is discontinued except to the extent that the Group has an obligation or has made payments on behalf of the investee.

Investments in associates are measured in the Company's statements of financial position at cost less any impairment losses. The cost of the investment includes transaction costs.

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(a) Basis of consolidation (cont'd)

(iii) Jointly-controlled entities

Joint ventures are those entities over whose activities the Group has joint control, established by contractual agreement and requiring unanimous consent for strategic financial and operating decisions.

Joint ventures are accounted for in the consolidated financial statements using the equity method. The consolidated financial statements include the Group's share of the profit or loss and other comprehensive income of the equity accounted joint ventures, after adjustments, if any, to align the accounting policies with those of the Group, from the date that joint control commences until the date that joint control ceases.

When the Group's share of losses exceeds its interest in an equity accounted joint venture, the carrying amount of that interest (including any long-term investments) is reduced to zero and the recognition of further losses is discontinued except to the extent that the Group has an obligation or has made payments on behalf of the joint venture.

Investments in joint ventures are stated in the Company's statement of financial position at cost less impairment losses.

(iv) Changes in Group composition

Where a subsidiary issues new equity shares to minority interests for cash consideration and the issue price has been established at fair value, the reduction in the Group's interests in the subsidiary is accounted for as a disposal of equity interest with the corresponding gain or loss recognised in profit or loss.

When the Group purchases a subsidiary's equity shares from minority interests for cash consideration and the purchase price has been established at fair value, the accretion of the Group's interests in the subsidiary is accounted for as a purchase of equity interest for which the acquisition method of accounting is applied.

The Group treats all other changes in group composition as equity transactions between the Group and its minority interest holders. Any difference between the Group's share of net assets before and after the change, and any consideration received or paid, is adjusted to or against Group reserves.

(v) Minority interest

Minority interests at the end of the reporting period, being the portion of the net identifiable assets of subsidiaries attributable to equity interests that are not owned by the Company, whether directly or indirectly through subsidiaries, are presented in the consolidated statement of financial position and statement of changes in equity within equity, separately from equity attributable to the owners of the Company. Minority interests in the results of the Group are presented in the consolidated statement of comprehensive income as an allocation of the comprehensive income for the year between minority interests and the owners of the Company.

Where losses applicable to the minority interests exceed the minority interests in the equity of a subsidiary, the excess, and any further losses applicable to the minority interests, are charged against the Group's interest except to the extent that the minority interests' has a binding obligation to, and is able to, make additional investment to cover the losses. If the subsidiary subsequently reports profits, the Group's interest is allocated with all such profits until the minority interest's share of losses previously absorbed by the Group has been recovered.

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(a) Basis of consolidation (cont'd)

(vi) Transactions eliminated on consolidation

Intra-group balances, and any unrealised income and expenses arising from intra-group transactions, are eliminated in preparing the consolidated financial statements.

Unrealised gains arising from transactions with equity accounted investees are eliminated against the investment to the extent of the Group's interest in the investees. Unrealised losses are eliminated in the same way as unrealised gains, but only to the extent that there is no evidence of impairment.

(b) Foreign currency

(i) Foreign currency transactions

Transactions in foreign currencies are translated to the respective functional currencies of Group entities at exchange rates at the date of the transaction.

Monetary assets and liabilities denominated in foreign currencies at reporting period are retranslated to the functional currency at the exchange rate at that date the fair value was determined.

Non-monetary assets and liabilities denominated in foreign currencies are not retranslated at the end of the reporting date except for those that are measured at fair value are retranslated to the functional currency at the exchange rate at the date that the fair value was determined.

Foreign currency differences arising on retranslation are recognised in profit or loss, except for differences arising on the retranslation of available-for-sale equity instruments which are recognised in other comprehensive income.

(ii) Operations denominated in functional currencies other than Ringgit Malaysia

The assets and liabilities of operations in functional currencies other than RM, including goodwill and fair value adjustments arising on acquisition, are translated to RM at exchange rates at the end of the reporting period, except for goodwill and fair value adjustments arising from business combinations before 1 January 2006 which are reported using the exchange rates at the dates of the acquisitions. The income and expenses of foreign operations, are translated to RM at exchange rates at the dates of the transactions.

Foreign currency differences are recognised in other comprehensive income and accumulated in the foreign currency translation reserve (FCTR). When a foreign operation is disposed of, in part or in full, the relevant amount in the FCTR is transferred to profit or loss as part of the profit or loss on disposal.

In the consolidated financial statements, when settlement of a monetary item receivable from or payable to a foreign operation is neither planned nor likely in the foreseeable future, foreign exchange gains and losses arising from such a monetary item are considered to form part of a net investment in a foreign operation and are recognised in other comprehensive income, and are presented in the FCTR within equity.

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(c) Financial instruments

Arising from the adoption of FRS 139, *Financial Instruments: Recognition and Measurement*, with effect from 1 January 2010, financial instruments are categorised and measured using accounting policies as mentioned below. Before 1 January 2010, different accounting policies were applied. Significant changes to the accounting policies are disclosed in Note 33.

(i) Initial recognition and measurement

A financial asset or financial liability is recognised in the statement of financial position when, and only when, the Group or the Company becomes a party to the contractual provisions of the instrument.

A financial instrument is recognised initially, at its fair value plus, in the case of a financial instrument not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition or issue of the financial instrument.

An embedded derivative is recognised separately from the host contract and accounted for as a derivative if, and only if, it is not closely related to the economic characteristics and risks of the host contract and the host contract is not categorised at fair value through profit or loss. The host contract, in the event an embedded derivative is recognised separately, is accounted for in accordance with policy applicable to the nature of the host contract.

(ii) Financial instrument categories and subsequent measurement

The Group and the Company categorise financial instruments as follows:

Financial assets

(a) Financial assets at fair value through profit or loss

Fair value through profit or loss category comprises financial assets that are held for trading, including derivatives (except for a derivative that is a financial guarantee contract or a designated and effective hedging instrument) or financial assets that are specifically designated into this category upon initial recognition.

Derivatives that are linked to and must be settled by delivery of unquoted equity instruments whose fair values cannot be reliably measured are measured at cost.

Other financial assets categorised as fair value through profit or loss are subsequently measured at their fair values with the gain or loss recognised in profit or loss.

(b) Held-to-maturity investments

Held-to-maturity investments category comprises debt instruments that are quoted in an active market and the Group or the Company has the positive intention and ability to hold them to maturity.

Financial assets categorised as held-to-maturity investments are subsequently measured at amortised cost using the effective interest method.

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(c) Financial instruments (cont'd)

(ii) Financial instrument categories and subsequent measurement (cont'd)

(c) Loans and receivables

Loans and receivables category comprises debt instruments that are not quoted in an active market.

Financial assets categorised as loans and receivables are subsequently measured at amortised cost using the effective interest method.

(d) Available-for-sale financial assets

Available-for-sale category comprises investment in equity and debt securities instruments that are not held for trading.

Investments in equity instruments that do not have a quoted market price in an active market and whose fair value cannot be reliably measured are measured at cost. Other financial assets categorised as available-for-sale are subsequently measured at their fair values with the gain or loss recognised in other comprehensive income, except for impairment losses, foreign exchange gains and losses arising from monetary items and gains and losses of hedged items attributable to hedge risks of fair value hedges which are recognised in profit or loss.

On derecognition, the cumulative gain or loss recognised in other comprehensive income is reclassified from equity into profit or loss. Interest calculated for a debt instrument using the effective interest method is recognised in profit or loss.

All financial assets, except for those measured at fair value through profit or loss, are subject to review for impairment (see note 2(i)(i)).

Financial liabilities

All financial liabilities are subsequently measured at amortised cost other than those categorised as fair value through profit or loss.

Fair value through profit or loss category comprises financial liabilities that are held for trading, derivatives (except for a derivative that is a financial guarantee contract or a designated and effective hedging instrument) or financial liabilities that are specifically designated into this category upon initial recognition.

Derivatives equity instruments whose fair values cannot be reliably measured are measured at cost.

Other financial liabilities categorised as fair value through profit or loss are subsequently measured at their fair values with the gain or loss recognised in profit or loss.

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(c) Financial instruments (cont'd)

(iii) Financial guarantee contracts

A financial guarantee contract is a contract that requires the issuer to make specified payments to reimburse the holder for a loss it incurs because a specified debtor fails to make payment when due in accordance with the original or modified terms of a debt instrument.

Financial guarantee contracts are classified as deferred income and are amortised to profit or loss using a straight-line method over the contractual period or, when there is no specified contractual period, recognised in profit or loss upon discharge of the guarantee. When settlement of a financial guarantee contract becomes probable, an estimate of the obligation is made. If the carrying value of the financial guarantee contract is lower than the obligation, the carrying value is adjusted to the obligation amount and accounted for as a provision.

(iv) Derecognition

A financial asset or part of it is derecognised when, and only when the contractual rights to the cash flows from the financial asset expire or the financial asset is transferred to another party without retaining control or substantially all risks and rewards of the asset. On derecognition of a financial asset, the difference between the carrying amount and the sum of the consideration received (including any new asset obtained less any new liability assumed) and any cumulative gain or loss that had been recognised in equity is recognised in the profit or loss.

A financial liability or a part of it is derecognised when, and only when, the obligation specified in the contract is discharged or cancelled or expires. On derecognition of a financial liability, the difference between the carrying amount of the financial liability extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in the profit or loss.

(d) Property, plant and equipment

(i) Recognition and measurement

Items of property and equipment are stated at cost less accumulated depreciation and impairment losses. Freehold land is stated at cost.

Cost includes expenditures that are directly attributable to the acquisition of the asset and any other costs directly attributable to bringing the asset to its working condition for its intended use, and the costs of dismantling and removing the items and restoring the site on which they are located. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

The cost of property and equipment recognised as a result of a business combination is based on fair value at acquisition date.

The fair value of property is the estimated amount for which a property could be exchanged between knowledgeable willing parties in an arm's length transaction after proper marketing wherein the parties has each acted knowledgeably, prudently and without compulsion. The fair value of other items of equipment is based on the quoted market prices for similar items when available and replacement cost when appropriate.

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(d) Property, plant and equipment (cont'd)

(i) Recognition and measurement (cont'd)

When significant parts of an item of property and equipment have different useful lives, they are accounted for as separate items (major components) of property and equipment.

The gains and losses on disposal of an item of property and equipment are determined by comparing the proceeds from disposal with the carrying amount of property and equipment and are recognised net within "other operating income" or "other operating expenses" respectively in profit or loss.

(ii) Subsequent costs

The cost of replacing part of an item of property and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Group and its cost can be measured reliably. The costs of the day-to-day servicing of property and equipment are recognised in profit or loss as incurred.

(iii) Depreciation

Depreciation is calculated over the depreciable amount, which is the cost of an asset, or other amount substituted for cost, less its residual value.

Depreciation is recognised in profit or loss on a straight-line basis over the estimated useful lives of each part of an item of property and equipment. Freehold land is not depreciated.

The estimated useful lives for the current and comparative periods are as follows:

Building	50 years
Computers	3 – 4 years
Furniture and fittings	5 – 10 years
Office equipment	3 – 5 years
Motor vehicles	10 years
Leasehold improvements	4 – 5 years

Depreciation methods, useful lives and residual values are reviewed, and adjusted as appropriate at the end of the reporting period.

(e) Leased assets

Operating lease

Leases where the Group and the Company does not assume substantially all the risks and rewards of the ownership are classified as operating leases and the leased assets are not recognised on the Group's and the Company's statement of financial position.

Payments made under operating leases are recognised in profit or loss on a straight-line basis over the term of the lease. Lease incentives received are recognised in profit or loss as an integral part of the total lease expense, over the term of the lease.

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(f) Intangible assets

(i) Goodwill

Goodwill arises on business combinations and is measured at cost less any accumulated impairment losses. In respect of equity accounted investees, the carrying amount of goodwill is included in the carrying amount of the investment and an impairment loss on such an investment is not allocated to any asset, including goodwill, that forms part of the carrying amount of the equity accounted investee.

For acquisitions prior to 1 January 2006, goodwill represents the excess of the cost of the acquisition over the Group's interest in the fair values of the net identifiable assets and liabilities.

For business acquisitions beginning from 1 January 2006, goodwill represents the excess of the cost of the acquisition over the Group's interest in the net fair value of the identifiable assets, liabilities and contingent liabilities of the acquiree.

Any excess of the Group's interest in the net fair value of acquiree's identifiable assets, liabilities and contingent liabilities over the cost of acquisition is recognised immediately in profit or loss.

(ii) Other intangible assets

Intangible assets, other than goodwill, that are acquired by the Group, are stated at cost less any accumulated amortisation and any accumulated impairment losses.

(iii) Subsequent expenditure

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the specific asset to which it relates. All other expenditure, including expenditure on internally generated goodwill and brands, is recognised in profit or loss as incurred.

(iv) Amortisation

Goodwill and intangible assets with indefinite useful lives are not amortised but are tested for impairment annually and whenever there is an indication that they may be impaired.

Other intangible assets are amortised from the date they are available for use.

(g) Receivables

Prior to 1 January 2010, receivables were initially recognised at their costs and subsequently stated at cost less allowance for doubtful debts.

Following the adoption of FRS 139, trade and other receivables are categorised and measured as loans and receivables in accordance with note 2(c).

(h) Cash and cash equivalents

Cash and cash equivalents consist of cash on hand, balances and deposits with banks and highly liquid investments which have an insignificant risk of changes in value.

Cash and cash equivalents are categorised and measured as loans and receivables in accordance with note 2(c).

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(i) Impairment

(i) Financial assets

All financial assets (except for financial assets categorised as fair value through profit or loss, investment in subsidiaries and investment in associates and joint ventures) are assessed at each reporting date whether there is any objective evidence of impairment as a result of one or more events having an impact on the estimated future cash flows of the asset. Losses expected as a result of future events, no matter how likely, are not recognised. For an equity instrument, a significant or prolonged decline in the fair value below its cost is an objective evidence of impairment.

An impairment loss in respect of loans and receivables is recognised in profit or loss and is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the asset's original effective interest rate. The carrying amount of the asset is reduced through the use of an allowance account.

An impairment loss in respect of available-for-sale financial assets is recognised in the profit or loss and is measured as the difference between the asset's acquisition cost (net of any principal repayment and amortisation) and the asset's current fair value, less any impairment loss previously recognised. Where a decline in the fair value of an available-for-sale financial asset has been recognised in the other comprehensive income, the cumulative loss in other comprehensive income is reclassified from equity and recognised to profit or loss.

An impairment loss in respect of unquoted equity instrument that is carried at cost is recognised in profit or loss and is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the current market rate of return for a similar financial asset.

Impairment losses recognised in profit or loss for an investment in an equity instrument is not reversed through the profit or loss.

If, in a subsequent period, the fair value of a debt instrument increases and the increase can be objectively related to an event occurring after the impairment loss was recognised in profit or loss, the impairment loss is reversed, to the extent that the asset's carrying amount does not exceed what the carrying amount would have been had the impairment not been recognised at the date the impairment is reversed. The amount of the reversal is recognised in profit or loss.

(ii) Other assets

The carrying amounts of other assets (except for deferred tax assets) are reviewed at the end of each reporting period to determine whether there is any indication of impairment.

If any such indication exists, then the asset's recoverable amount is estimated. For the purpose of impairment testing, assets are grouped together into the smallest group of assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or groups of assets (the "cash-generating unit"). The goodwill acquired in a business combination, for the purpose of impairment testing, is allocated to cash-generating units that are expected to benefit from the synergies of the combination.

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(i) Impairment (cont'd)

(ii) Other assets (cont'd)

The recoverable amount of an asset or cash-generating unit is the greater of its value in use and its fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset.

An impairment loss is recognised if the carrying amount of an asset or its cash-generating unit exceeds its recoverable amount.

Impairment losses are recognised in the profit or loss. Impairment losses recognised in respect of cash-generating units are allocated first to reduce the carrying amount of any goodwill allocated to the units and then to reduce the carrying amount of the other assets in the unit (groups of units) on a pro rata basis.

An impairment loss in respect of goodwill is not reversed. In respect of other assets, impairment losses recognised in prior periods are assessed at the end of each reporting period for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount since the last impairment loss was recognised.

An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised. Reversals of impairment losses are credited to profit or loss in the year in which the reversals are recognised.

(j) Equity instruments

Instruments classified as equity are measured at cost on initial recognition and are not remeasured subsequently.

(i) Issue expenses

Costs directly attributable to issue of instruments classified as equity are recognised as a deduction from equity.

(ii) Repurchase of share capital

When share capital recognised as equity is repurchased, the amount of the consideration paid, including directly attributable costs, is recognised as a deduction from equity. Repurchased shares that are not subsequently cancelled are classified as treasury shares and are presented as a deduction from total equity.

Where treasury shares are distributed as share dividends, the cost of the treasury shares is applied in the reduction of the share premium account or distributable reserves, or both.

Where treasury shares are reissued by re-sale in the open market, the difference between the sales consideration net of directly attributable costs and the carrying amount of the treasury shares is recognised in equity.

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(k) Employee benefits

(i) Short term employee benefits

Short-term employee benefit obligations in respect of salaries, annual bonuses and paid annual leave are measured on an undiscounted basis and are expensed as the related service is provided.

A liability is recognised for the amount expected to be paid under short-term cash bonus if the Group has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

The Group's contributions to statutory pension funds are charged to profit or loss in the year to which they relate. Once the contributions have been paid, the Group has no further payment obligations.

(ii) Share-based payment transactions

The grant date fair value of share-based payment awards to employees is recognised as an employee expense, with a corresponding increase in equity, over the period that the employees become unconditionally entitled to the awards. The amount recognised as an expense is adjusted to reflect the number of awards for which the related service and non-market vesting conditions are expected to be met, such that the amount ultimately recognised as an expense is based on the number of awards that do meet the related service and non-market performance conditions at the vesting date.

For share-based payment awards with non-vesting conditions, the grant date fair value of the share-based payment is measured to reflect such conditions and there is no true-up for differences between expected and actual outcomes.

The fair value of employee stock options is measured using a trinomial lattice model. Measurement inputs include share price on measurement date, exercise price of the instrument, expected volatility (based on weighted average historic volatility adjusted for changes expected due to publicly available information), weighted average expected life of the instruments (based on historical experience and general option holder behaviour), expected dividends, and the risk-free interest rate (based on government bonds). Service and non-market performance conditions attached to the transactions are not taken into account in determining fair value.

(l) Revenue recognition

(i) Services rendered

Revenue is recognised in profit or loss upon performance of services, net of discounts and allowances.

The amount of unearned income from services to be rendered in future financial periods is disclosed as deferred income.

(ii) Dividend and investment distribution income

Dividend and investment distribution income are recognised when the right to receive payment is established.

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(m) Government grant

Government grant is recognised initially as deferred income at fair value when there is reasonable assurance that it will be received and that the Group will comply with the conditions associated with the grant. Grants that compensate the Group for expenses incurred are recognised in profit or loss as other operating income on a systematic basis in the same periods in which the expenses are recognised. Grants that compensate the Group for the cost of an asset are recognised in profit or loss on a systematic basis over the useful life of the asset.

(n) Research and development

Expenditure on research and development activities is recognised in profit or loss as an expense as incurred.

(o) Interest income and finance costs

Interest income is recognised as it accrues, using the effective interest method in profit or loss.

All finance costs are recognised in profit or loss using the effective interest method, in the period in which they are incurred.

(p) Income tax

Income tax expense comprises current and deferred tax. Income tax expense is recognised in profit or loss except to the extent that it relates to items recognised directly in equity or other comprehensive income.

Current tax is the expected tax payable on the taxable income for the year, using tax rates enacted or substantively enacted by the end of the reporting period, and any adjustment to tax payable in respect of previous years.

Deferred tax is recognised using the liability method, providing for temporary differences between the carrying amounts of assets and liabilities in the statement of financial position and their tax bases. Deferred tax is not recognised for the following temporary differences: the initial recognition of goodwill, and the initial recognition of assets or liabilities in a transaction that is not a business combination and that affects neither accounting nor taxable profit or loss. Deferred tax is measured at the tax rates that are expected to apply to the temporary differences when they reverse, based on the laws that have been enacted or substantively enacted by the end of the reporting period.

A deferred tax asset is recognised to the extent that it is probable that future taxable profits will be available against which temporary difference can be utilised. Deferred tax assets are reviewed at the end of each reporting period and are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

A tax incentive that is not a tax base of an asset is recognised as a reduction of tax expense in profit or loss as and when it is granted and claimed. Any unutilised portion of the tax incentive is recognised as a deferred tax asset to the extent that it is probable that future taxable profits will be available against which the unutilised tax incentive can be utilised.

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

(q) Earnings per ordinary share

The Group presents basic and diluted earnings per share data for its ordinary shares (EPS).

Basic EPS is calculated by dividing the profit or loss attributable to ordinary shareholders of the Company by the weighted average number of ordinary shares outstanding during the period.

Diluted EPS is determined by adjusting the profit or loss attributable to ordinary shareholders and the weighted average number of ordinary shares outstanding for the effects of all dilutive potential ordinary shares, which comprise share options granted to employees.

(r) Operating segments

In the previous years, a segment was a distinguishable component of the Group that was engaged either in providing products or services (business segment), or in providing products or services within a particular economic environment (geographical segment), which is subject to risks and rewards that were different from those of other segments.

Following the adoption of FRS 8, *Operating Segments*, an operating segment is a component of the Group that engages in business activities from which it may earn revenues and incur expenses, including revenues and expenses that relate to transactions with any of the Group's other components. An operating segment's operating results are reviewed regularly by the chief operating decision maker, which in this case is the Chief Executive Officer of the Group, to make decisions about resources to be allocated to the segment and assess its performance, and for which discrete financial information is available.

3. PROPERTY AND EQUIPMENT

Group	Note	Freehold land RM	Building RM	Computers RM	Furniture and fittings RM	Office equipment RM	Motor vehicles RM	Leasehold improvements RM	Total RM
Cost									
At 1 January 2009		6,176,401	4,505,601	5,726,564	2,369,805	1,112,440	101,303	458,975	20,451,089
Additions		-	-	598,888	141,147	133,508	-	43,191	916,734
Disposals		-	-	(49,018)	-	-	-	-	(49,018)
Written off		-	-	(53,436)	-	(2,260)	-	(7,359)	(63,055)
Disposal of subsidiaries	30	-	-	(34,870)	(33,312)	(21,655)	-	(10,075)	(99,912)
Exchange difference		-	-	37,537	6,789	13,617	7,717	11,353	77,013
At 31 December 2009/1 January 2010		6,176,401	4,505,601	6,225,665	2,484,429	1,235,650	109,020	496,085	21,232,851
Additions		-	-	1,352,781	583,147	279,896	-	51,601	2,267,425
Disposals		-	-	(172,433)	(70,561)	(69,430)	-	(34,321)	(346,745)
Written off		-	-	(29,804)	-	-	-	(9,553)	(39,357)
Acquisition of a subsidiary	31	-	-	281,796	60,322	89,316	-	10,095	441,529
Exchange difference		-	-	(43,053)	(16,734)	(49,696)	(3,883)	(24,641)	(138,007)
At 31 December 2010		6,176,401	4,505,601	7,614,952	3,040,603	1,485,736	105,137	489,266	23,417,696

3. PROPERTY AND EQUIPMENT (CONT'D)

Group	Note	Freehold land RM	Building RM	Computers RM	Furniture and fittings RM	Office equipment RM	Motor vehicles RM	Leasehold improvements RM	Total RM
Depreciation									
At 1 January 2009		-	239,797	4,520,918	873,133	726,438	36,586	60,084	6,456,956
Charge for the year		-	90,112	747,804	245,441	195,491	21,089	54,343	1,354,280
Disposals		-	-	(47,845)	-	-	-	-	(47,845)
Written off		-	-	(53,436)	-	(628)	-	-	(54,051)
Disposal of subsidiaries	30	-	-	(21,149)	(7,565)	(7,597)	-	(2,183)	(38,494)
Exchange difference		-	-	21,954	2,989	9,755	4,324	5,230	44,252
At 31 December 2009/1 January 2010		-	329,909	5,168,259	1,113,998	923,459	61,999	117,474	7,715,098
Charge for the year		-	90,112	764,990	283,571	202,188	21,316	51,239	1,413,416
Disposals		-	-	(169,645)	(62,215)	(69,430)	-	(16,216)	(317,506)
Written off		-	-	(29,799)	-	-	-	(9,553)	(39,352)
Acquisition of a subsidiary	31	-	-	251,147	54,649	87,490	-	10,095	403,381
Exchange difference		-	-	(33,654)	(9,438)	(38,438)	(2,210)	(5,849)	(89,589)
At 31 December 2010		-	420,021	5,951,298	1,380,565	1,105,269	81,105	147,190	9,085,448
Carrying amounts									
At 1 January 2009		6,176,401	4,265,804	1,205,646	1,496,672	386,002	64,717	398,891	13,994,133
At 31 December 2009/1 January 2010		6,176,401	4,175,692	1,057,406	1,370,431	312,191	47,021	378,611	13,517,753
At 31 December 2010		6,176,401	4,085,580	1,663,654	1,660,038	380,467	24,032	342,076	14,332,248

3. PROPERTY AND EQUIPMENT (CONT'D)

Company	**Building RM**	**Furniture and Fittings RM**	**Total RM**
Cost			
At 1 January 2009/31 December 2009 1 January 2010	388,000	-	388,000
Additions	-	112,493	112,493
At 31 December 2010	388,000	112,493	500,493
Depreciation			
At 1 January 2009	6,467	-	6,467
Charge for the year	7,760	-	7,760
At 31 December 2009/1 January 2010	14,227	-	14,227
Charge for the year	7,760	8,437	16,197
At 31 December 2010	21,987	8,437	30,424
Carrying amounts			
At 1 January 2009	381,533	-	381,533
At 31 December 2009/1 January 2010	373,773	-	373,773
At 31 December 2010	366,013	104,056	470,069

4. INTANGIBLE ASSETS

Group	**Goodwill RM**	**Intellectual property RM**	**Total RM**
Cost			
At 1 January 2009/ 31 December 2009/ 1 January 2010/ 31 December 2010	2,808,413	330,000	3,138,413
Impairment loss			
At 1 January 2009/ 31 December 2009/ 1 January 2010	160,366	-	160,366
Impairment for the year	-	330,000	330,000
At 31 December 2010	160,366	330,000	490,366
Carrying amounts			
At 1 January 2009/ 31 December 2009/ 1 January 2010	2,648,047	330,000	2,978,047
At 31 December 2010	2,648,047	-	2,648,047

4. INTANGIBLE ASSETS (CONT'D)

Company	**Intellectual property RM**
Cost	
At 1 January 2009	330,000
Reassignment to a subsidiary	(330,000)
At 31 December 2009/ 1 January 2010/ 31 December 2010	-
Carrying amounts	
At 1 January 2009	330,000
At 31 December 2009/ 1 January 2010/ 31 December 2010	-

(i) Intellectual property

In the previous financial year, the Company reassigned its rights of the Intellectual Property to a subsidiary at a cost of RM330,000 and was settled via indebtedness (see Note 9).

The intellectual property is in respect of domain name rights to a website used in the principal business of a subsidiary. Due to continued losses recorded by the subsidiary, the intellectual property was tested for impairment. In determining the carrying value of the intellectual property, the recoverable amount of a cash-generating unit ("CGU") was based on value-in-use calculations using cash flow projections prepared by management discounted using the subsidiary's weighted average cost of capital of approximately 4%. The recoverable amount was estimated to be lower than the carrying amount of the unit, and consequently the intellectual property was impaired during the financial year.

(ii) Impairment testing for cash-generating units ("CGU") containing goodwill

For the purpose of impairment testing, goodwill is allocated to the Group's geographical segments which represent the lowest level within the Group at which the goodwill is monitored for internal management purposes.

The aggregate carrying amounts of goodwill allocated to each geographical segment are as follows:

	Group	
	2010 RM'000	**2009 RM'000**
Malaysia	1,867	1,867
Singapore	598	598
Philippines	183	183
	2,648	2,648

The recoverable amount of each CGU has been determined based on its value-in-use. The value-in-use calculations were determined by discounting future cash flows generated from the CGUs and were based on the following key assumptions:

4. INTANGIBLE ASSETS (CONT'D)

(ii) Impairment testing for cash-generating units ("CGU") containing goodwill (cont'd)

- The discount rate used is based on the Company's weighted average cost of capital of approximately 4%
- Cash flow projections are based on five-year financial projections prepared by management. Cash flows beyond the fifth year are projected based on a terminal value approach

The values assigned to the key assumption represent management's assessment of future trends in the Company's and the CGU's principal activities and are based on internal sources (historical data).

Impairment is recognised in the profit or loss when the carrying amount of a CGU exceeds its recoverable amount.

Management believes that no reasonable possible changes in any of the key assumptions above would cause the carrying values of the CGUs to materially exceed their recoverable amounts.

5. INVESTMENTS IN SUBSIDIARIES

	Company	
	2010 RM	2009 RM
At cost:		
Unquoted shares	20,020,115	20,020,115
Less: Accumulated impairment losses	(212,252)	(212,252)
	19,807,863	19,807,863

Details of the subsidiaries are as follows:

Name of subsidiary	Country of incorporation	Principal activities	Effective ownership interest 2010 %	Effective ownership interest 2009 %
JobStreet.com Pte. Ltd. * and its subsidiaries:	Singapore	Online recruitment and human resource management services	100	100
JobStreet.com Sdn. Bhd.	Malaysia	Online recruitment and human resource management services	100	100
JobStreet.com Philippines Inc*	Philippines	Online recruitment and human resource management services	60	60
Jobstreet.com Limited ***	Hong Kong	Dormant	100	100

5. INVESTMENTS IN SUBSIDIARIES (CONT'D)

Name of subsidiary	Country of incorporation	Principal activities	Effective ownership interest 2010 %	2009 %
Enerpro Pte. Ltd. **	Singapore	Employment agencies and consultancy services	100	100
JobStreet.com India Pvt. Ltd. ** (Note 31)	India	Online recruitment and human resource management services	100 #	-
PT JobStreet Indonesia **	Indonesia	Online recruitment and human resource management services	60	60
JS Overseas Holdings Limited ***	British Virgin Islands	Dormant	100	100
JobStreet Asean Business Consulting Kabushiki Kaisha ***	Japan	Search and selection, staffing and career consultancy	60	60
Autoworld.com.my Sdn. Bhd.	Malaysia	Automobile online advertising services	100	100
Agensi Pekerjaan JS Staffing Services Sdn. Bhd.	Malaysia	Staffing, business process outsourcing and consultancy services	100	100

* Audited by other member firms of KPMG
** Audited by firms of auditors other than KPMG
*** Consolidated using management accounts as there is no legal requirement for the entity to be audited

During the financial year, the Group acquired the remaining issued and paid up share capital of JobStreet.com India Pvt. Ltd., resulting in it becoming a wholly-owned subsidiary (See Note 6).

6. INVESTMENTS IN ASSOCIATES AND A JOINTLY-CONTROLLED ENTITY

	Group		Company	
	2010 RM	2009 RM	2010 RM	2009 RM
At cost:				
Quoted shares	83,744,287	8,487,984	83,744,287	8,487,984
Unquoted shares	1,304,525	6,280,001	1,304,525	453,477
Impairment loss				
Quoted shares	(4,100,000)	(4,100,000)	(4,100,000)	(4,100,000)
Unquoted shares	-	(438,012)	-	-
Share of post-acquisition reserves	135,893	(4,714,602)	-	-
Post acquisition foreign exchange translation reserve	(183,928)	139,352	-	-
Post acquisition capital reserve	215,729	-	-	-
	81,116,506	5,654,723	80,948,812	4,841,461

Summary financial information on associates and a jointly-controlled entity:

Group and Company

2010	Country of incorporation	Effective ownership interest %	Revenue (100%) RM	Profit/ (Loss) (100%) RM	Total assets (100%) RM	Total liabilities (100%) RM
Innity Corporation Berhad	Malaysia	23	22,947,665	207,809	20,927,799	6,594,893
JobStreet (Thailand) Co., Ltd	Thailand	49	16,631	(1,113,921)	704,854	201,809
104 Corporation	Taiwan	22	241,868,907	27,753,034	189,147,829	60,770,401
2009						
Innity Corporation Berhad	Malaysia	23	13,047,021	(1,498,044)	18,177,775	4,070,571
JobStreet (Thailand) Co., Ltd	Thailand	49	5,448	(789,847)	233,513	300,556
JobStreet.com India Pvt. Ltd.	India	50	850,797	(641,080)	3,097,075	550,815

6. INVESTMENTS IN ASSOCIATES AND A JOINTLY-CONTROLLED ENTITY (CONT'D)

6.1 Investment in 104 Corporation

As at 31 December 2009, the Company had equity interest of approximately 16.6% in 104 Corporation. On 7 January 2010, the Company had via an extraordinary general meeting, approved the proposal to acquire additional ordinary shares in 104 Corporation from the open market of the Taiwan Stock Exchange.

From 1 January 2010 to 12 April 2010, the Company successfully acquired additional 1,145,000 ordinary shares resulting in the increase in the effective ownership interest from 16.6% to 20%. With this acquisition, 104 Corporation is now an associate of the Group.

6.2 Acquisition of JobStreet.com India Pvt. Ltd.

On 11 March 2010, E-18 and JobStreet.com Pte. Ltd. ("JobStreet Singapore") entered into a Share Sale Agreement whereby E-18 has agreed to sell 424,500 ordinary shares of Rs10 each in JobStreet.com India Pvt. Ltd. ("JobStreet India") ("Sale Shares") aggregating to 50% of the total issued and paid-up capital of JobStreet India to JobStreet Singapore at the total purchase consideration of USD126,501 (USD0.298 per share) ("Proposed Acquisition") and subject to the terms and conditions as stipulated in the Share Purchase Agreement.

The Share Purchase Agreement has been completed on 31 March 2010, resulting in JobStreet India becoming a wholly-owned subsidiary of JobStreet Singapore, which in turn is a wholly-owned subsidiary of the Company.

6.3 Impairment

In the previous financial year, the Directors assessed that there was a further decline in the value of the Company's investment in the associate and an additional amount of RM700,000 was provided as impairment loss resulting in a cumulative impairment of RM4,100,000. During the financial year, the Directors assessed that there have been no further decline in the value of the Company's investment in the associate. The provision was determined after taking into account the associate's fundamentals, earnings prospect, and profit track record.

7. OTHER INVESTMENTS

2010	Group RM	Company RM
Non-current		
Available-for-sale financial assets		
- Overseas (Quoted Shares)	27,427,911	27,427,911
Current		
Financial assets at fair value through profit or loss – held for trading		
- Malaysia (Quoted Shares)	11,820,770	2,280,138
- Overseas (Quoted Shares)	207,013	-
	12,027,783	2,280,138
	39,455,694	29,708,049
Representing items:		
At fair value	39,455,694	29,708,049
Market value of quoted investments	39,455,694	29,708,049

7. OTHER INVESTMENTS (CONT'D)

2009		Group RM	Company RM
Non-current			
At cost		65,755,384	65,755,384
Current			
At cost			
- Malaysia		8,229,284	2,222,138
- Overseas		122,609	-
Less: Allowance for diminution in value		(46,662)	(46,662)
		8,305,231	2,175,476
		74,060,615	67,930,860
Representing items:			
At cost		74,060,615	67,930,860
Market value of quoted investments	- Current	8,350,292	2,175,476
	- Non-current	71,706,578	71,706,578

The comparative figures as at 31 December 2009 have not been presented based on the new categorisation of financial assets resulting from the adoption of FRS 139 by virtue of the exemption given in FRS 7.44AA.

7.1 Investment in 104 Corporation

In the previous year, the Company had equity interest of approximately 16.6% in 104 Corporation. Following the initial adoption of FRS 139, the Board of Directors and management has designated the equity interest in 104 Corporation as an Available-for-sale (AFS) financial asset.

Pursuant to the approval obtained by the Company via an extraordinary general meeting, on 12 April 2010, the Company has successfully increased its equity ownership interest from 16.6% to 20%. Subsequent to 12 April 2010, 104 Corporation become an associate of the Group.

7.2 Impairment

In the previous year, the Directors assessed that there was an increase in the value of the Company's non-current investments and accordingly, an amount of RM1,700,000 was written back as reversal of diminution in value. The reversal was determined after taking into account the fundamentals, earnings prospect, dividend yield and profit track record of the companies that the Company had invested into.

8. DEFERRED TAX ASSETS AND LIABILITIES

Recognised deferred tax assets and liabilities

Deferred tax assets and liabilities are attributable to the following:

	Assets		Liabilities		Net	
	2010	2009	2010	2009	2010	2009
Group	RM	RM	RM	RM	RM	RM
Property and equipment	-	-	(370,385)	(215,346)	(370,385)	(215,346)
Provisions	165,167	143,088	-	-	165,167	143,088
Deferred income	3,235,250	-	-	-	3,235,250	-
Net tax assets/ (liabilities)	3,400,417	143,088	(370,385)	(215,346)	3,030,032	(72,258)

Unrecognised net deferred tax assets

Net deferred tax assets have not been recognised on the following items as it is not probable that future taxable profit will be available against which the Group can utilise the benefits therefrom:

	Group	
	2010	2009
	RM'000	RM'000
Taxable temporary differences	97	(180)
Tax losses carry-forward	2,390	2,432
Unabsorbed capital allowances	104	65
	2,591	2,317

The tax losses carry forward and unabsorbed capital allowances do not expire under current tax legislation except for the tax losses of a subsidiary amounting to RM449,647 (2009: RM1,348,488) which can be carried forward and utilised within a period of five years immediately after such tax losses was incurred.

Movement in net temporary differences during the year

Group	At 1.1.2009 RM	Recognised in profit or loss (Note 20) RM	Exchange difference RM	At 31.12.2009 RM	Recognised in profit or loss (Note 20) RM	Exchange difference RM	At 31.12.2010 RM
Property and equipment	(16,431)	(197,922)	(993)	(215,346)	(155,265)	226	(370,385)
Provisions	165,686	(28,313)	5,715	143,088	29,185	(7,106)	165,167
Deferred income	-	-	-	-	3,235,250	-	3,235,250
	149,255	(226,235)	4,722	(72,258)	3,109,170	(6,880)	3,030,032

9. TRADE AND OTHER RECEIVABLES

	Note	Group 2010 RM	Group 2009 RM	Company 2010 RM	Company 2009 RM
Trade					
Trade receivables		11,648,357	9,491,983	480,537	208,104
Less: Impairment	a	(973,187)	(704,014)	(30,070)	(109,878)
	b	10,675,170	8,787,969	450,467	98,226
Non-trade					
Amounts due from subsidiaries	c	-	-	670,920	666,080
Amounts due from affiliates	c	52,698	119,137	-	-
Amounts due from a jointly-controlled entity	c	14,162	33,402	-	-
Other receivables		2,386,761	1,012,677	46,011	24,976
Less: Impairment		(38,341)	(38,341)	-	-
		2,415,280	1,126,875	716,931	691,056
Dividend receivable		-	-	19,084,000	28,069,319
		2,415,280	1,126,875	19,800,931	28,760,375
		13,090,450	9,914,844	20,251,398	28,858,601

Note a
During the year, doubtful debts written off against impairment of trade receivables made previously in the Group amounted to Nil (2009: RM21,031).

Note b
Trade receivables denominated in a currency other than the functional currencies of the Group entities comprise RM703,194 (2009: RM339,024) of trade receivables denominated in US Dollars.

Note c
The amounts due from subsidiaries, affiliates and a jointly-controlled entity are unsecured, interest free and repayable on demand.

In the previous year, the Company reassigned its rights of the Intellectual Property at cost for RM330,000 to its subsidiary (see Note 4).

10. CASH AND CASH EQUIVALENTS

	Group 2010 RM	Group 2009 RM	Company 2010 RM	Company 2009 RM
Deposits with licensed banks	38,862,244	37,706,253	543,767	9,870,139
Cash and bank balances	11,318,255	12,934,654	1,599,166	6,775,169
	50,180,499	50,640,907	2,142,933	16,645,308

11. CAPITAL AND RESERVES

Share capital

		Group and Company			
	Note	**Amount 2010 RM**	**Number of shares 2010**	**Amount 2009 RM**	**Number of shares 2009**
Authorised:					
Ordinary shares of RM0.20 each		100,000,000	500,000,000	100,000,000	500,000,000
Issued and fully paid:					
Ordinary shares of RM0.20 each					
On issue at 1 January		62,988,580	314,942,900	62,174,880	310,874,400
Issue of shares under employee share option scheme	11.1	691,420	3,457,100	813,700	4,068,500
On issue at 31 December		63,680,000	318,400,000	62,988,580	314,942,900

11.1 3,457,100 (2009: 4,068,500) new ordinary shares of RM0.20 each were issued for cash arising from the exercise of employees' share options at a weighted average exercise price of approximately RM1.03 (2009: RM0.47) per ordinary share.

The holders of ordinary shares are entitled to dividends as declared from time to time and are entitled to one vote per ordinary share at meetings of the Company and rank equally with regard to the Company's residual assets only to the extent of the par value of the shares. In respect of the Company's treasury shares that are held by the Group (see below), all rights are suspended until those shares are reissued.

Capital reserve

The capital reserve comprises the non distributable share premium of the associated company.

Fair value reserve

The fair value reserve comprised the cumulative net change in the fair value of available-for-sale financial assets until the investments are derecognised or impaired.

Translation reserve

The translation reserve comprises all foreign currency differences arising from the translation of the financial statements of the Group entities with functional currencies other than RM.

Share option reserve

The share option reserve comprises the cumulative value of employee services received for the issue of share options. When the option is exercised, the amount from the share option reserve is transferred to share premium. When the share options expire, the amount from the share option reserve is transferred to retained earnings.

11. CAPITAL AND RESERVES (CONT'D)

Treasury shares

The balance relates to the acquisition cost of treasury shares.

During the financial year, the Company bought back from the open market, 2,000 (2009 – 2,187,700) of its issued ordinary shares of RM0.20 each ("JobStreet Shares") listed on the Main Market of Bursa Malaysia Securities Berhad at an average buy-back price of approximately RM2.46 per ordinary share. The total consideration paid for the share buy-back of JobStreet Shares by the Company during the financial year was RM4,910 (2009 - RM2,624,300) and was financed by internally generated funds. The JobStreet Shares bought back are held as treasury shares in accordance with Section 67A Subsection 3(A)(b) of the Companies Act, 1965.

As at 31 December 2010, the Company held 2,190,700 (2009 - 2,188,700) JobStreet Shares as treasury shares out of its total issued and paid-up share capital. As at 31 December 2010, the number of outstanding shares in issued and paid-up is therefore 316,209,300 (2009 - 312,754,200) ordinary shares of RM0.20 each.

None of the treasury shares held were resold or cancelled during the financial year. Treasury shares have no rights to voting, dividends or participation in other distribution.

Retained earnings

The Finance Act 2007 introduced a single tier company income tax system with effect from 1 January 2008.

During the financial year, the Company elected for an irrevocable option to disregard any available Section 108 tax credit. Following that, the Company will be able to distribute dividends out of its entire retained earnings under the single tier Company income tax system.

12. LOANS AND BORROWINGS

	Group	
	2010	**2009**
	RM	**RM**
Non-current		
Unsecured bank loan (JPY)	368,843	514,916
Current		
Unsecured bank loan (JPY)	157,815	154,297
	526,658	669,213

The bank loan above refers to a government subsidised bank loan obtained by a subsidiary, which is unsecured and is endorsed with a personal guarantee given by a director of the subsidiary. There are no significant covenants associated with the government subsidised bank loan.

13. DEFERRED INCOME

	Note	Group 2010 RM	Group 2009 RM	Company 2010 RM	Company 2009 RM
Prepaid services	a	24,465,214	18,169,563	5,000	73,917
Government grant	b	-	48,805	-	-
		24,465,214	18,218,368	5,000	73,917

Note a
Prepaid services comprise of services sold to customers in advance which are yet to be utilised.

Note b
A subsidiary has been awarded a government grant amounting to RM1,644,444, which was disbursed to the subsidiary in stages from 2003 to 2006 to fund research and development activities as specified in the grant agreement.

14. TRADE AND OTHER PAYABLES

	Note	Group 2010 RM	Group 2009 RM	Company 2010 RM	Company 2009 RM
Trade					
Trade payables	a	615,886	512,700	-	-
Non-trade					
Other payables and accrued expenses	a	6,540,634	5,795,377	853,095	361,472
Amounts due to subsidiaries	b	-	-	13,235,872	28,500,134
Amounts due to affiliates	b	1,672,776	432,905	-	-
Amount due to a jointly-controlled entity	b	-	5,326	-	-
		8,213,410	6,233,608	14,088,967	28,861,606
		8,829,296	6,746,308	14,088,967	28,861,606

Note a
No payables are denominated in currency other than the functional currencies of the Group entities.

Included in other payables is dividend declared and payable to the minority shareholders of a subsidiary, JobStreet.com Philippines, Inc. amounting to RM912,837 (2009 – nil).

Note b
The amounts due to subsidiaries, affiliates, and a jointly-controlled entity are unsecured, interest free and repayable on demand.

15. EMPLOYEE BENEFITS

Share-based payments

Share option programme (equity settled)

On 5 October 2004, the Company established a share option scheme that entitles the key management personnel and eligible employees of the Group to purchase shares in the Company. Pursuant to the scheme, options were granted to key management personnel and eligible employees on 29 November 2004, 23 February 2006, 28 March 2007, 20 May 2008 and 11 January 2010. In accordance with the scheme, the options are exercisable at the market price of the shares at the date of grant.

As allowed by the transitional provisions in FRS 2, the recognition and measurement principles in FRS 2 have not been applied to the options granted on 29 November 2004.

On 23 November 2009, the Board of Directors of the Company had resolved to extend the duration of the scheme for another 5 years to 29 November 2014.

Pursuant to the extension of the Scheme, the Company had obtained the shareholders' approval via an Extraordinary General Meeting held on 6 January 2010 to amend the Bye-Laws of the Employee Share Option Scheme.

The amendments of the Bye-Laws resulted in the aggregate numbers of ESOS options to be offered under the ESOS be increased from 10% to 15% of the issued and paid-up ordinary share capital.

The proposed amendments will allow more ESOS option to be granted to eligible employees to enable them to continue to be rewarded in recognition of their contribution to the Group.

The terms and conditions of the grants are as follows; all options are to be settled by physical delivery of shares:

Grant date/employees entitled	Number of instruments '000	Vesting conditions	Contractual life of options
Options granted to key management personnel on 29 November 2004*	4,700	20.0% upon yearly service and achievement of individual targets**	5 years #
Options granted to eligible employees on 29 November 2004*	10,190	20.0% upon yearly service and achievement of individual targets**	5 years #
Options granted to eligible employees on 23 February 2006	2,525	25.0% upon yearly service and achievement of individual targets**	4 years #
Options granted to eligible employees on 28 March 2007	1,475	33.3% upon yearly service and achievement of individual target**	3 years #
Options granted to eligible employees on 20 May 2008	2,535	50.0% upon yearly service and achievement of individual target**	2 years #
Options granted to key management personnel on 11 January 2010	3,800	12.1% upon yearly service and remainder on achievement of individual target**	5 years

15. EMPLOYEE BENEFITS (CONT'D)

Share-based payments (cont'd)

Share option programme (equity settled) (cont'd)

Grant date/employees entitled	Number of instruments '000	Vesting conditions	Contractual life of options
Options granted to eligible employees on 11 January 2010	9,895	9.0% upon yearly service and remainder on achievement of individual target**	5 years
Total share options	35,120		

* The recognition and measurement principles in FRS 2 have not been applied to these options as they were granted prior to the effective date of FRS 2.

** The achievement of individual targets only applies to key management personnel and senior staff.

Pursuant to the extension of the Scheme, the contractual life of the options was extended to 29 November 2014.

The number and weighted average exercise prices of share options are as follows:

	Weighted average exercise price 2010	Number of options ('000) 2010	Weighted average exercise price 2009	Number of options ('000) 2009
Outstanding at 1 January	RM0.72	9,043	RM0.66	13,650
Granted during the year	RM1.31	13,695	-	-
Lapsed during the year	RM1.27	(1,461)	RM1.35	(449)
Forfeited during the year	-	-	RM0.36	(90)
Exercised during the year	RM1.03	(3,457)	RM0.47	(4,068)
Outstanding at 31 December	RM1.07	17,820	RM0.72	9,043
Exercisable at 31 December	RM0.51	5,399	RM0.72	9,043

The options outstanding at 31 December 2010 have an exercise price in the range of RM0.36 to RM1.53 and a weighted average contractual life of 3.9 years as a result of the extension of the scheme.

During the year, 3,457,100 share options were exercised (2009: 4,068,500). The weighted average share price for the year was RM2.09 (2009: RM1.23).

The fair value of services received in return for share options granted is based on the fair value of share options granted, measured using a trinomial lattice model, with the following inputs:

15. EMPLOYEE BENEFITS (CONT'D)

Share-based payments (cont'd)

Share option programme (equity settled) (cont'd)

Fair value of share options and assumptions	**Eligible employees 2010**
Fair value at grant date	RM0.33
Weighted average share price	1.45
Exercise price	1.31
Expected volatility (weighted average volatility)	21.24%
Option life (expected weighted average life)	5 years
Expected dividends	22 sen
Risk-free interest rate (based on Malaysian government bonds)	3.91%

Value of employee services received for issue of share options

		Group		**Company**	
	Note	**2010 RM**	**2009 RM**	**2010 RM**	**2009 RM**
Share options granted in 2006		-	19,919	-	1,745
Share options granted in 2007		-	46,228	-	5,114
Share options granted in 2008		-	170,554	-	14,248
Share options granted in 2010		1,068,197	-	120,293	-
Total expense recognised as share-based payments	19	1,068,197	236,701	120,293	21,107

The share option expense is recharged to the subsidiaries benefiting from the services of the employees.

16. REVENUE

	Group		**Company**	
	2010 RM	**2009 RM**	**2010 RM**	**2009 RM**
Services	116,022,413	90,102,403	1,244,736	827,435
Dividends				
- Dividends from a subsidiary	-	-	26,279,970	28,069,319
- Dividends from an associate	-	-	3,072,978	-
- Dividends from other investments	1,032,312	2,214,039	1,032,312	2,214,039
Investment distribution income	52,408	24,392	52,408	24,392
	117,107,133	92,340,834	31,682,404	31,135,185

17. OTHER OPERATING INCOME/(EXPENSES)

	Group		Company	
	2010 RM	2009 RM	2010 RM	2009 RM
Other operating income/(expenses) are arrived at after charging:				
Auditor's remuneration				
- Audit fees				
KPMG Malaysia				
- current year	87,000	82,000	50,000	50,000
- under provision in prior year	-	10,000	-	10,000
Overseas affiliates of KPMG Malaysia	99,732	99,808	-	-
Other auditors	31,778	26,367	-	-
- Non-audit fees				
KPMG Malaysia	10,000	10,000	10,000	10,000
Local affiliates of KPMG Malaysia	41,070	7,879	11,550	7,879
Overseas affiliates of KPMG Malaysia	25,727	12,204	10,460	-
Other auditors				
- current year	151,344	47,465	110,776	36,000
- under provision in prior year	12,000	-	12,000	-
Additional impairment loss on receivables	51,857	-	-	-
Net bad debts written off	47,885	108,700	4,204	54,770
Loss on disposal of property and equipment	20,015	-	-	-
Property and equipment written off	5	9,004	-	-
Realised foreign exchange loss	286,594	-	-	-
Unrealised foreign exchange loss	187,065	-	2,390	-
and crediting:				
Gain on disposal of investment in unit trusts	-	32,488	-	49,758
Gain on disposal of property and equipment	-	471	-	-
Grant income	621,032	267,851	-	-
Investment distribution income	179,740	199,432	-	-
Negative goodwill on acquisition of a subsidiary	564,928	-	-	-
Rental income	10,153	119,658	33,600	-
Realised foreign exchange gain	-	225,764	146,420	178,764
Reversal of impairment loss on receivables	-	69,016	79,808	75,728
Unrealised foreign exchange gain	-	107,790	-	17,925

18. KEY MANAGEMENT PERSONNEL COMPENSATION

The key management personnel compensations are as follows:

	Group		Company	
	2010 RM	2009 RM	2010 RM	2009 RM
Directors				
- Fees	195,000	120,250	195,000	120,250
- Remuneration	963,167	985,332	-	-
Total employees' short-term benefits	1,158,167	1,105,582	195,000	120,250
Other key management personnel:				
- Remuneration	859,095	839,499	-	-
	2,017,262	1,945,081	195,000	120,250

Other key management personnel comprises persons other than the Directors of Group entities, having authority and responsibility for planning, directing and controlling the activities of the Group entities either directly or indirectly.

The estimated monetary value of Directors' benefit-in-kind is Nil (2009: Nil).

19. STAFF COSTS

		Group		Company	
	Note	2010 RM	2009 RM	2010 RM	2009 RM
Salaries and other employee benefits		32,502,104	24,890,119	97,139	223,019
EPF contributions		2,742,934	2,211,693	12,249	21,526
Share-based payments	15	1,068,197	236,701	120,293	(29,386)
		36,313,235	27,338,513	229,681	215,159

The number of employees of the Group and of the Company at the end of the year was 526 (2009: 436) and Nil (2009: Nil) respectively. The Company's staff requirement is supported by a subsidiary and their corresponding costs are recharged to the Company.

20. INCOME TAX EXPENSE

		Group		Company	
	Note	2010 RM	2009 RM	2010 RM	2009 RM
Continuing operation					
Total tax expense		12,018,589	7,378,695	417,559	310,941

20. INCOME TAX EXPENSE (CONT'D)

	Note	Group 2010 RM	Group 2009 RM	Company 2010 RM	Company 2009 RM
Major components of tax expense include:					
Current tax					
Malaysia - current		12,803,865	6,877,195	45,190	43,800
- prior year		665,928	6,868	-	(1,256)
Overseas - current		1,657,966	268,397	372,369	268,397
Total current tax recognised in the income statement		15,127,759	7,152,460	417,559	310,941
Deferred tax					
Origination and reversal of temporary differences	8	(901,832)	218,095	-	-
(Over)/Underprovision in prior year		(2,207,338)	8,140	-	-
Total tax expense		12,018,589	7,378,695	417,559	310,941

	Group 2010 RM'000	Group 2009 RM'000	Company 2010 RM'000	Company 2009 RM'000
Reconciliation of effective tax expense				
Profit for the year	43,138	29,245	30,222	30,697
Tax expense	12,019	7,379	418	311
Profit before tax	55,157	36,624	30,640	31,008
Tax calculated using Malaysian tax rate of 25% (2009: 25%)	13,789	9,156	7,660	7,752
Effect of tax rates in foreign jurisdictions*	(243)	(54)	-	-
Effect of deferred tax assets not recognised	(60)	132	(19)	10
Tax incentives	-	(1,860)	-	-
Non-taxable income	(2,003)	(1,193)	(7,693)	(7,993)
Non-deductible expenses	432	915	98	275
Taxes arising in foreign jurisdictions	1,658	268	372	268
	13,573	7,364	418	312
(Over)/Under provided in prior year	(1,554)	15	-	(1)
Income tax expense	12,019	7,379	418	311

* Subsidiaries operate in tax jurisdictions with different tax rates from Malaysia.

20. INCOME TAX EXPENSE (CONT'D)

Under the Multimedia Super Corridor ("MSC") status, the Company and a subsidiary have been granted pioneer status under the Promotion of Investments Act, 1986 in respect of their internet related services. The income from pioneer activities of the Company is fully exempted from Malaysian income tax for five years from 19 May 2005 to 18 May 2010. In respect of the subsidiary, the original tax exemption was from 28 May 1999 to 27 May 2004. The exemption has been extended to 27 May 2009 and has expired on that date. There were no further extensions provided.

In the previous year, the current taxation of the Company was mainly in respect of interest income and withholding tax on dividends received from quoted investments outside Malaysia.

21. EARNINGS PER SHARE

Basic earnings per share

The calculation of basic earnings per share at 31 December 2010 was based on the profit attributable to owners of the Company and a weighted average number of ordinary shares outstanding calculated as follows:

	Group	
	2010 RM	**2009 RM**
Profit for the year attributable to owners of the Company	40,980,718	27,687,155

Weighted average number of ordinary shares

	Group	
	2010	**2009**
Issued ordinary shares at 1 January	312,754,200	310,874,400
Effect of share options issued on 16 April 2009	-	992,630
Effect of share options issued on 26 June 2009	-	142,436
Effect of share options issued on 11 December 2009	-	138,078
Effect of treasury shares held	(717)	(897,527)
Effect of share options issued on 15 January 2010	524,096	-
Effect of share options issued on 25 March 2010	1,334,980	-
Effect of share options issued on 21 June 2010	289,432	-
Effect of share options issued on 8 September 2010	78,187	-
Effect of share options issued on 9 December 2010	24,669	-
Weighted average number of ordinary shares at 31 December	315,004,847	311,250,017

	Group	
	2010	**2009**
Basic earnings per share (sen)	13.01	8.90

21. EARNINGS PER SHARE (CONT'D)

Diluted earnings per share

The calculation of diluted earnings per share at 31 December 2010 was based on profit attributable to owners of the Company and a weighted average number of ordinary shares outstanding after adjustment for the effects of all dilutive potential ordinary shares, calculated as follows:

	Group	
	2010	**2009**
	RM	**RM**
Profit for the year attributable to owners of the Company (diluted)	40,980,718	27,687,155
Weighted average number of ordinary shares at 31 December	315,004,847	311,250,017
Effect of share options on issue	8,895,807	3,737,084
Weighted average number of ordinary shares (diluted) at 31 December	323,900,654	314,987,101

The average market value of the Company's shares for purpose of calculating the dilutive effect of share options was based on quoted market prices for the period that the options were outstanding.

	Group	
	2010	**2009**
Diluted earnings per share (sen)	12.65	8.79

22. DIVIDENDS

Dividends recognised in the current year by the Company are:

	Sen per share	Total amount RM	Date of payment
2010			
Final 2009 tax exempt	1.50	4,725,400	28 June 2010
First interim 2010 tax exempt	1.25	3,944,640	28 June 2010
Second interim 2010 single tier	1.25	3,947,741	28 September 2010
Third interim 2010 single tier	1.50	4,743,139	28 December 2010
Total amount		17,360,920	
2009			
Final 2008 tax exempt	1.50	4,675,885	17 June 2009
First interim 2009 tax exempt	1.50	4,691,315	31 December 2009
Total amount		9,367,200	

22. DIVIDENDS (CONT'D)

The Company had on 24 February 2011 declared a fourth interim single tier dividend of 1.5 sen per share amounting to RM4,762,009 in respect of the financial year ended 31 December 2010 and paid on 31 March 2011. This dividend has not been accounted for in the financial statements.

The Directors recommend the payment of a final single tier dividend of 1.0 sen per share amounting to RM3,162,093 in respect of the financial year ended 31 December 2010. This is computed based on the outstanding issued and paid-up share capital as at 31 December 2010 net of treasury shares held, and subject to the approval of shareholders at the forthcoming Annual General Meeting. The proposed final dividend has not been accounted for in the financial statement.

23. OPERATING SEGMENTS

Geographical segments

In presenting information on the basis of geographical segments, segment revenue is based on geographical location of customers. For each of the geographical segment, the Group's Chief Executive Officer reviews internal management reports on at least a quarterly basis. Segment assets are based on the geographical location of the assets. The amounts of non-current assets do not include financial instruments (including investment in associates) and deferred tax assets.

The Group comprises the following main geographical segments:

2010
Malaysia
Singapore
Philippines

Other non-reportable segments comprise the location of customers of the following countries:
Hong Kong, Indonesia, Japan, British Virgin Islands and India ("Others")

Segment assets

The total of segment asset is measured based on all assets (including goodwill) of a segment, as included in the internal management reports that are reviewed by the Group's Chief Executive Officer.

Segment total asset is used to measure the return of assets of each segment.

Segment liabilities

Segment liabilities information is neither included in the internal management reports nor provided regularly to the Chief Executive Officer. Hence no disclosure is made on segment liability.

Segment capital expenditure

Segment capital expenditure is the total cost incurred during the financial year to acquire property, plant and equipment, and intangible assets other than goodwill.

23. OPERATING SEGMENTS (CONT'D)

2010 *Geographical segments*	Malaysia RM	Singapore RM	Philippines RM	Others RM	Eliminations RM	Consolidated RM
Revenue from external customers	71,858,569	22,015,639	16,202,884	5,945,321	-	116,022,413
Dividends	30,385,260	-	-	-	(29,352,948)	1,032,312
Investment distribution income	52,408	-	-	-	-	52,408
Inter-segment revenue	6,010,155	-	-	-	(6,010,155)	-
Total revenue	108,306,392	22,015,639	16,202,884	5,945,321	(35,363,103)	117,107,133
Segment result						
Results from operating activities	65,960,593	7,747,809	6,412,001	352,115	(30,029,762)	50,442,756
Interest income	494,773	6,884	441,644	64,356	-	1,007,657
Finance costs	-	-	-	(14,333)	-	(14,333)
Dividend income	-	22,730,879	-	-	(22,730,879)	-
Gain on financial assets classified as fair value through profit or loss	185,662	-	-	-	-	185,662
Impairment loss on investments	-	(676,814)	-	-	676,814	-
Impairment loss on intangibles	(330,000)	-	-	-	-	(330,000)
Share of profit/(loss) after tax and minority interest of associates and jointly-controlled entities	3,923,917	(59,422)	-	-	-	3,864,495
Profit before tax	70,234,945	29,749,336	6,853,645	402,138	(52,083,827)	55,156,237
Tax expense	(8,200,897)	(1,891,075)	(1,923,766)	(2,851)	-	(12,018,589)
Profit for the year	62,034,048	27,858,261	4,929,879	399,287	(52,083,827)	43,137,648
Segment assets	161,458,184	19,141,761	18,048,377	6,326,526	-	204,974,848
Included in the measure of segment assets are:						
Investment in associates and a jointly-controlled entity	81,116,506	-	-	-	-	81,116,506
Additions to non-current assets other than financial instruments and deferred tax assets	1,666,616	239,849	175,348	185,612	-	2,267,425
Depreciation	961,379	64,100	253,624	134,313	-	1,413,416

23. OPERATING SEGMENTS (CONT'D)

2009 *Geographical segments*	Malaysia RM	Singapore RM	Philippines RM	Others RM	Eliminations RM	Consolidated RM
Revenue from external customers	58,473,944	15,607,742	12,911,165	3,109,552	-	90,102,403
Dividends	30,283,358	-	-	-	(28,069,319)	2,214,039
Investment distribution income	24,392	-	-	-	-	24,392
Inter-segment revenue	4,942,424	-	-	-	(4,942,424)	-
Total revenue	93,724,118	15,607,742	12,911,165	3,109,552	(33,011,743)	92,340,834
Segment result						
Results from operating activities	54,360,462	3,933,080	5,955,049	(607,173)	(28,069,319)	35,572,099
Interest income	534,547	31,851	416,396	8,819	-	991,613
Finance costs	-	-	-	(18,741)	-	(18,741)
Dividend income	-	25,274,945	-	-	(25,274,945)	-
Gain on disposal of a subsidiary	66,272	-	-	-	-	66,272
Allowance for diminution in value on other investments	1,765,946	-	-	-	-	1,765,946
Impairment loss on investments	(877,902)	-	-	-	177,902	(700,000)
Share of loss after tax and minority interest of associates and jointly-controlled entities	(732,057)	(320,540)	-	-	-	(1,052,597)
Profit before tax	55,117,268	28,919,336	6,371,445	(617,095)	(53,166,362)	36,624,592
Tax expense	(4,861,259)	(709,062)	(1,786,945)	(21,429)	-	(7,378,695)
Profit for the year	50,256,009	28,210,274	4,584,500	(638,524)	(53,166,362)	29,245,897
Segment assets	127,685,934	9,642,165	18,278,183	2,409,285	-	157,997,567
Included in the measure of segment assets are:						
Investment in associates and jointly-controlled entities	5,654,723	-	-	-	-	5,654,723
Additions to non-current assets other than financial instruments and deferred tax assets	629,656	21,628	161,937	103,513	-	916,734
Depreciation	959,728	52,347	244,612	97,593	-	1,354,280

24. FINANCIAL INSTRUMENTS

Certain comparative figures have not been presented for 31 December 2009 by virtue of the exemption given in paragraph 44A of FRS 7.

24.1 Categories of financial instruments

The table below provides an analysis of financial instruments categorised as follows:
(a) Loans and receivables (L&R);
(b) Fair value through profit or loss (FVTPL) – Held for trading (HFT);
(c) Available-for-sale financial assets (AFS); and
(d) Other liabilities (OL).

2010	Carrying amount RM	L&R RM	FVTPL -HFT RM	AFS RM
Financial assets				
Group				
Other investments	39,455,694	-	12,027,783	27,427,911
Trade, other receivables and other assets	13,705,866	13,705,866	-	-
Cash and cash equivalents	50,180,499	50,180,499	-	-
	103,342,059	63,886,365	12,027,783	27,427,911
Company				
Other investments	29,708,049	-	2,280,138	27,427,911
Trade, other receivables and other assets	20,254,498	20,254,498	-	-
Cash and cash equivalents	2,142,933	2,142,933	-	-
	52,105,480	22,397,431	2,280,138	27,427,911

2010	Carrying amount RM	OL RM
Financial liabilities		
Group		
Loans and borrowings	526,658	526,658
Trade and other payables	8,829,296	8,829,296
	9,355,954	9,355,954
Company		
Trade and other payables	14,088,967	14,088,967

24. FINANCIAL INSTRUMENTS (CONT'D)

24.2 Net gains and losses arising from financial instruments

	Group 2010 RM	Company 2010 RM
Net gains/(losses) arising on:		
Fair value through profit or loss:		
- Held for trading	185,662	104,662
Available-for-sale financial assets		
- recognised in other comprehensive income	6,203,000	6,203,000
Loans and receivables	654,874	374,141
	7,043,536	6,681,803

24.3 Financial risk management

The Group has exposure to the following risks from its use of financial instruments:

- Credit risk
- Liquidity risk
- Market risk

24.4 Credit risk

Credit risk is the risk of a financial loss to the Group if a customer or counterparty to a financial instrument fails to meet its contractual obligations. The Group's exposure to credit risk arises principally from its receivables from customers. The Company's exposure to credit risk arises principally from trade receivables, advances to subsidiaries and financial guarantees given.

Financial guarantees

Risk management objectives, policies and processes for managing the risk

The Company provides unsecured financial guarantees to a bank in respect of banking facilities granted to a subsidiary. The Company monitors on an ongoing basis the results of the subsidiary.

Exposure to credit risk and credit quality

As at the end of the reporting period, the subsidiary has not utilised the banking facilities.

Receivables

Risk management objectives, policies and processes for managing the risk

Management has a credit policy in place and the exposure to credit risk is monitored on an ongoing basis.

Exposure to credit risk and credit quality

As at the end of the reporting period, the maximum exposure to credit risk arising from receivables is represented by the carrying amounts in the statement of financial position.

Management has taken reasonable steps to ensure that receivables that are neither past due nor impaired are stated at their realisable values. A significant portion of these receivables are regular customers that have been transacting with the Group. The Group uses ageing analysis to monitor the credit quality of the receivables. Any receivables having significant balances past due more than 180 days, which are deemed to have higher credit risk, are monitored individually.

24. FINANCIAL INSTRUMENTS (CONT'D)

24.4 Credit risk (cont'd)

The exposure of credit risk for net receivables as at the end of the reporting period by geographic region was:

	Group	
	2010	**2009**
	RM	**RM**
Malaysia	6,763,363	5,066,607
Singapore	1,739,362	1,601,033
Philippines	1,707,591	1,944,345
Others	464,854	175,984
	10,675,170	8,787,969

The ageing of receivables as at the end of the reporting period was:

Group	**Gross**	**Individual impairment**	**Net**
	RM	**RM**	**RM**
2010			
Not past due	6,258,775	(1,364)	6,257,411
Past due 0 - 30 days	2,414,233	(57,485)	2,356,748
Past due 31 - 180 days	2,045,800	(108,851)	1,936,949
Past due more than 180 days	929,549	(805,487)	124,062
	11,648,357	(973,187)	10,675,170

The movements in the allowance for impairment losses of trade receivables during the year were:

	Group	**Company**
	2010	**2010**
	RM	**RM**
At 1 January	704,014	109,878
Impairment loss recognised	232,268	1,575
Impairment loss reversed	(180,411)	(81,383)
Acquisition of a subsidiary	217,316	-
At 31 December	973,187	30,070

The allowance account in respect of trade receivables is used to record impairment losses. Unless the Group is satisfied that recovery of the amount is possible, the amount considered irrecoverable is written off against the receivable directly.

Investments and other financial assets

Risk management objectives, policies and processes for managing the risk

Investments are allowed only in liquid securities and only with counterparties that have a credit rating equal to or better than the Group.

24. FINANCIAL INSTRUMENTS (CONT'D)

24.4 Credit risk (cont'd)

Exposure to credit risk and credit quality

As at the end of the reporting period, the Group has invested in domestic and overseas securities. The maximum exposure to the credit risk is represented by the carrying amounts in the statement of financial position.

In view of the sound credit rating of counterparties, management does not expect any counterparty to fail to meet its obligations.

The investments and other financial assets are unsecured.

Inter company balances

Risk management objectives, policies and processes for managing the risk

The Company provides unsecured advances to subsidiaries. The Company monitors the results of the subsidiaries regularly.

Exposure to credit risk and credit quality

As at the end of the reporting period, the maximum exposure to credit risk is represented by their carrying amounts in the statement of financial position.

Impairment losses

As at the end of the reporting period, there was no indication that the advances to the subsidiaries are not recoverable. The Company does not specifically monitor the ageing of the advances to the subsidiaries.

24.5 Liquidity risk

Liquidity risk is the risk that the Group will not be able to meet its financial obligations as they fall due. The Group's exposure to liquidity risk arises principally from its various payables, loans and borrowings.

The Group maintains a level of cash and cash equivalents and bank facilities deemed adequate by the management to ensure, as far as possible, that it will have sufficient liquidity to meet its liabilities when they fall due.

Maturity analysis

The table below summarises the maturity profile of the Group's and the Company's financial liabilities as at the end of the reporting period based on undiscounted contractual payments:

Group 2010	**Carrying amount RM**	**Contractual interest rate**	**Contractual cash flows RM**	**Within 1 year RM**	**1 - 5 years RM**
Non-derivative financial liabilities					
Unsecured bank loan (JPY)	526,658	2.5%	539,825	161,761	378,064
Trade and other payables	8,829,296	-	8,829,296	8,829,296	-
	9,355,954		9,369,121	8,991,057	378,064

24. FINANCIAL INSTRUMENTS (CONT'D)

24.5 Liquidity risk (cont'd)

Company 2010	Carrying amount RM	Contractual interest rate	Contractual cash flows RM	Within 1 year RM	1 - 5 years RM
Non-derivative financial liabilities					
Trade and other payables	14,088,967	-	14,088,967	-	-

24.6 Market risk

Market risk is the risk that changes in market prices, such as foreign exchange rates, interest rates and other prices will affect the Group's financial position or cash flows.

24.6.1 Currency risk

The Group is exposed to foreign currency risk on sales that are denominated in a currency other than the respective functional currencies of Group entities. The currencies giving rise to this risk are primarily U.S. Dollar (USD).

Exposure to foreign currency risk

The Group's exposure to foreign currency (a currency which is other than the currency of the Group entities) risk, based on carrying amounts as at the end of the reporting period was:

	2010 RM	2009 RM
Group		
Trade receivables (USD)	703,194	339,024
Exposure in the statement of financial position	703,194	339,024
Company		
Trade receivables (USD)	152,546	-
Exposure in the statement of financial position	152,546	-

Currency risk sensitivity analysis

Foreign currency risk arises from Group entities which have a RM functional currency. The exposure to currency risk of Group entities which do not have a RM functional currency is not material and hence, sensitivity analysis is not presented.

A 10% strengthening of the RM against the USD at the end of the reporting period would have increased/(decreased) post-tax profit or loss by the amounts shown below. This analysis assumes that all other variables, in particular interest rates, remained constant.

24. FINANCIAL INSTRUMENTS (CONT'D)

24.6 Market risk (cont'd)

24.6.1 Currency risk (cont'd)

	Profit or loss RM
Group	
2010	
USD	52,740
Company	
2010	
USD	11,441

A 10% weakening of RM against the above currencies at the end of the reporting period would have had equal but opposite effect on the above currencies to the amounts shown above, on the basis that all other variables remained constant.

24.6.2 Interest rate risk

The Group's and the Company's exposure to interest rate risk arises from interest-bearing borrowings and interest-earning assets respectively. The borrowings which have been taken to finance the working capital of subsidiary is subject to fixed interest rates. The Group does not hedge its interest rate risk.

Deposits are placed with licensed banks with varying maturity dates.

Exposure to interest rate risk

The interest rate profile of the Group's and the Company's significant interest-bearing financial instruments, based on carrying amounts as at the end of the reporting period was:

	Group		Company	
	2010 RM	2009 RM	2010 RM	2009 RM
Fixed rate instruments				
Financial liabilities				
Unsecured bank loan (JPY)	(526,658)	(669,213)	-	-
Floating rate instruments				
Financial assets				
Deposits with licensed banks	38,862,244	37,706,253	543,767	9,870,139

Interest rate risk sensitivity analysis

(a) Fair value sensitivity analysis for fixed rate instruments

The Group does not account for any fixed rate financial assets and liabilities at fair value through profit or loss. Therefore, a change in interest rates at the end of the reporting period would not affect profit or loss.

24. FINANCIAL INSTRUMENTS (CONT'D)

24.6 Market risk (cont')

24.6.2 Interest rate risk (cont'd)

(b) Cash flow sensitivity analysis for variable rate instruments

A change of 100 basis points (bp) in interest rates at the end of the reporting period would have increased/(decreased) post-tax profit or loss by the amounts shown below. This analysis assumes that all other variables, in particular foreign currency rates, remained constant.

	Profit or loss	
	100 bp increase	**100 bp decrease**
Group	**RM**	**RM**
2010		
Floating rate instruments	291,467	(291,467)
Company		
2010		
Floating rate instruments	4,078	(4,078)

24.6.3 Other price risk

Other price risk arises from the Group's quoted investments.

Risk management objectives, policies and processes for managing the risk

Management of the Group monitors the quoted investments on a portfolio basis. Material investments within the portfolio are managed on an individual basis and all buy and sell decisions are approved by the Board of Directors.

Equity price risk sensitivity analysis

This analysis assumes that all other variables remain constant and the Group's short term quoted investments moved in correlation with the bond markets while long term quoted investments moved in correlation with the stock exchange of Singapore and Hong Kong.

A 10 percent strengthening in the abovementioned stock exchanges and bond markets respectively at the end of the reporting period would result in the following:

Group	**Equity RM**	**Profit and loss RM**
2010		
Long term other investments	2,742,791	-
Short term other investments	1,202,778	1,202,778

Company	**Equity RM**	**Profit and loss RM**
2010		
Long term other investments	2,742,791	-
Short term other investments	228,014	228,014

A 10 percent weakening in the abovementioned stock exchange would have had equal but opposite effect on equity and profit or loss respectively.

24. FINANCIAL INSTRUMENTS (CONT'D)

24.7 Fair value of financial instruments

The carrying amounts of cash and cash equivalents, trade receivables and accruals approximate their fair values due to the relatively short term nature of these financial instruments.

The fair values of other financial assets and liabilities, together with the carrying amounts shown in the statement of financial position, are as follows:

	2010		**2009**	
	Carrying amount RM	**Fair value RM**	**Carrying amount RM**	**Fair value RM**
Group				
Unsecured bank loan (JPY)	(526,658)	(498,932)	(669,213)	(626,444)

The following summarises the methods used in determining the fair value of financial instruments reflected in the above table.

Non-derivative financial liabilities

Fair value, which is determined for disclosure purposes, is calculated based on the present value of future principal and interest cash flows, discounted at the market rate of interest at the end of the reporting period.

Interest rates used to determine fair value

The interest rates used to discount estimated cash flows, when applicable, are as follows:

	2010	**2009**
Loans and borrowings	2.5%	2.5%

25. CAPITAL MANAGEMENT

The Group's objectives when managing capital is to maintain a strong capital base and safeguard the Group's ability to continue as a going concern, so as to maintain investor, creditor and market confidence and to sustain future development of the business. The Directors monitor and determine to maintain an optimal debt-to-equity ratio that complies with debt covenants and regulatory requirements.

26. OPERATING LEASES

Leases as lessee

Non-cancellable operating lease rentals are payable as follows:

	Group	
	2010 RM	**2009 RM**
Less than one year	1,195,910	777,481
Between one and five years	796,451	912,678
	1,992,361	1,690,159

26. OPERATING LEASES (CONT'D)

The Group leases a number of offices under operating leases. The leases typically run for an initial period of two years, with an option to renew the leases. None of the leases include contingent rentals.

27. CAPITAL COMMITMENTS

	Group/Company	
	2010	2009
	RM	RM
Investment in a jointly-controlled entity		
Contracted but not provided for:		
Within one year	288,217	1,139,266

28. CONTINGENT LIABILITIES

	Company	
	2010	2009
	RM	RM
Corporate guarantees given to licensed banks for credit facilities granted to a subsidiary	13,120,250	13,424,457

29. RELATED PARTIES

Identity of related parties

For the purpose of these financial statements, parties are considered to be related to the Group if the Group has the ability, directly or indirectly, to control the party or exercise significant influence over the party in making financial and operating decisions, or vice versa, or where the Group and the party are subject to common control or common significant influence. Related parties may be individuals or other entities.

The Group has a related party relationship with its subsidiaries, associates, jointly-controlled entities, Directors and other key management personnel.

Transactions with key management personnel

Key management personnel compensation is disclosed in Note 18.

Other significant related party transactions are as follows:-

	Transaction value year ended 31 December	
Company	2010	2009
	RM	RM
Dividend income		
JobStreet.com Pte. Ltd.	26,279,970	28,069,319
Reassignment of Intellectual Property		
Autoworld.com.my Sdn. Bhd.	-	330,000

Balances with subsidiaries, jointly-controlled entities and affiliates of the reporting date are as disclosed in Note 5.

30. DISPOSAL OF EQUITY INTEREST IN SUBSIDIARY COMPANIES

On 24 June 2009, the Company entered into a Share Sale Agreement (the "SSA") with Daffodil Computers Limited, a company incorporated in Bangladesh with its registered office at 64/3 Lake Circus, Kelabagan, Dhaka 1205, Bangladesh ("Daffodil") for the disposal of 60,000 ordinary shares of BDT 10 each in the share capital of JS E-Recruitment Ltd. ("JSE") to Daffodil, representing 60% equity interest in the issued and paid-up capital of JSE for a total cash consideration of USD1.00 (equivalent to RM3.549 based on the exchange rate as at 23 June 2009 of USD1:RM3.549) ("Proposed Disposal").

On 1 December 2008, the Company announced that Blurbme Holdings Pte. Ltd ("Blurbme"), a 51% owned subsidiary of JobStreet.com Pte. Ltd., has been placed under Members' Voluntary Liquidation pursuant to Section 290(1)(b) of the Singapore Companies Act, Cap.50. The voluntary liquidation of Blurbme was formally completed on 10 October 2009.

The aforementioned disposal and liquidation of subsidiary companies had the following effect on the Group's assets and liabilities on disposal date:

	Note	Group 2009 RM
Property and equipment	3	61,418
Receivables, deposits and prepayments		30,800
Cash and cash equivalents		33,497
Payables and accruals		(205,977)
Identifiable assets and liabilities		(80,262)
Minority interest disposed		9,802
Foreign currency translation reserve disposed		4,192
Net identifiable assets and liabilities		(66,268)
Gain on disposal of equity interest		66,272
Total consideration on disposal of equity interest		4
Cash disposed		(33,497)
Net cash outflow on disposal of equity interest		(33,493)

31. ACQUISITION OF EQUITY INTEREST IN SUBSIDIARY COMPANIES

Business combinations

On 2 March 2009, JobStreet.com Pte. Ltd. had entered into a Sale and Purchase Agreement with Mr Lim Teck Vee in relation to the acquisition of the remaining 37,500 ordinary shares in the share capital of Enerpro for a total cash consideration of SGD45,610 (equivalent to RM109,300 based on the exchange rate of SGD1:RM2.3964). The transaction was completed on 2 March 2009. With the completion of the acquisition, Enerpro became a wholly-owned subsidiary of the Group.

On 11 March 2010, E-18 and JobStreet.com Pte. Ltd. ("JobStreet Singapore") entered into a Share Sale Agreement whereby E-18 has agreed to sell 424,500 ordinary shares of Rs10 each in JobStreet.com India Pvt. Ltd. ("Jobstreet India") ("Sale Shares") aggregating to 50% of the total issued and paid-up capital of JobStreet India to JobStreet Singapore at the total purchase consideration of USD126,501 (USD0.298 per share) ("Proposed Acquisition") and subject to the terms and conditions as stipulated in the Share Purchase Agreement.

31. ACQUISITION OF EQUITY INTEREST IN SUBSIDIARY COMPANIES (CONT'D)

The Share Purchase Agreement has been completed on 31 March 2010, resulting in JobStreet India becoming a wholly-owned subsidiary of JobStreet Singapore, which in turn is a wholly-owned subsidiary of the Company.

The aforementioned acquisitions had the following effect on the Group's assets and liabilities on acquisition date:

	Recognised values on acquisition	
	2010	**2009**
	RM	**RM**
Property and equipment	38,148	-
Receivables, deposits and prepayments	846,344	-
Cash and cash equivalents	1,906,124	-
Payables and accruals	(416,882)	-
Less: Minority interest	-	111,325
Net identifiable assets and liabilities	2,373,734	111,325
Decrease in interest in a jointly-controlled entity	(1,392,708)	-
Negative goodwill	(564,928)	-
Consideration paid, satisfied in cash	416,098	111,325
Cash acquired	(1,906,124)	-
Net cash (inflow)/outflow	(1,490,026)	111,325

The values of assets and liabilities recognised on acquisition are their estimated fair values.

32. SIGNIFICANT EVENTS DURING THE FINANCIAL YEAR

(a) On 11 March 2010, E-18 and JobStreet.com Pte. Ltd. ("JobStreet Singapore") entered into a Share Sale Agreement whereby E-18 has agreed to sell 424,500 ordinary shares of Rs10 each in JobStreet.com India Pvt. Ltd. ("JobStreet India") ("Sale Shares") aggregating to 50% of the total issued and paid-up capital of JobStreet India to JobStreet Singapore at the total purchase consideration of USD126,501 (USD0.298 per share) ("Proposed Acquisition") and subject to the terms and conditions as stipulated in the Share Purchase Agreement.

The Share Purchase Agreement has been completed on 31 March 2010, resulting in JobStreet India becoming a wholly-owned subsidiary of JobStreet Singapore, which in turn is a wholly-owned subsidiary of the Company.

(b) The Company had on 12 April 2010 announced that it had increased its equity ownership interest from 16.6% to 20%. This resulted in 104 Corporation becoming an associate of the Group.

33. SIGNIFICANT CHANGES IN ACCOUNTING POLICIES

Group	Fair value reserve 2010 RM	2009 RM
At 1 January, as previously stated	-	-
Adjustments arising from adoption of FRS 139:		
- Fair valuation of equity securities classified as available-for-sale	5,951,000	-
At 1 January, as restated	5,951,000	-

33.1 FRS 139, *Financial Instruments: Recognition and Measurement*

The adoption of FRS 139 has resulted in several changes to accounting policies relating to recognition and measurement of financial instruments. Significant changes in accounting policies are as follows:

Investments in equity securities

Prior to the adoption of FRS 139, investments in non-current equity securities, other than investments in subsidiaries and associates were measured at cost less allowance for diminution in value which is other than temporary. With the adoption of FRS 139, quoted investments in non-current equity securities, other than investments in subsidiaries and associates are now categorised and measured as fair value through profit or loss, or as available-for-sale as detailed in note 2(c).

Prior to the adoption of FRS 139, current investments were carried at the lower of cost and market value, determined on an aggregate portfolio basis by category of investments. With the adoption of FRS 139, current investments are now categorised and measured as fair value through profit or loss as detailed in note 2(c).

The adoption of FRS139 has resulted in the changes to accounting policies relating to recognition and measurement of financial instruments. In accordance with the adoption of FRS139, management has designated long term quoted investments as available-for-sale financial assets and resulted in the subsequent measurement of the financial assets at fair value and the restatement of comparative balances as stated above.

33.2 FRS 101 (revised), *Presentation of Financial Statements*

The Group applies revised FRS 101 (revised) which became effective as of 1 January 2010. As a result, the Group presents all non-owner changes in equity in the consolidated statement of comprehensive income.

Comparative information has been re-presented so that it is in conformity with the revised standard. Since the change only affects presentation aspects, there is no impact on earnings per share.

34. COMPARATIVE FIGURES

34.1 FRS 101 (revised), *Presentation of Financial Statements*

Arising from the adoption of FRS 101 (revised), income statements for the year ended 31 December 2009 have been re-presented as statement of comprehensive income. All non-owner changes in equity that were presented in the statement of changes in equity are now included in the statement of comprehensive income as other comprehensive income. Consequently, components of comprehensive income are not presented in the statement of changes in equity.

35. SUPPLEMENTARY INFORMATION ON THE BREAKDOWN OF REALISED AND UNREALISED PROFITS OR LOSSES

On 25 March 2010, Bursa Malaysia Securities Berhad ("Bursa Malaysia") issued a directive to all listed issuers pursuant to Paragraphs 2.06 and 2.23 of Bursa Malaysia Main Market Listing Requirements. The directive requires all listed issuers to disclose the breakdown of the unappropriated profits or accumulated losses as at the end of the reporting period, into realised and unrealised profits or losses.

On 20 December 2010, Bursa Malaysia further issued another directive on the disclosure prescribed format of presentation.

The breakdown of the retained earnings of the Group and of the Company as at 31 December 2010, into realised and unrealised profits, pursuant to the directive, is as follows:

	Group 2010 RM	**Company 2010 RM**
Total retained earnings of the Group and of the Company		
- realised	72,648,905	58,435,512
- unrealised	3,354,456	58,000
	76,003,361	58,493,512
Total retained earnings of an associate:		
- realised	1,090,403	-
- unrealised	38,000	-
	77,131,764	58,493,512
Total accumulated losses of jointly-controlled entity:		
- realised	(992,511)	-
	76,139,253	58,493,512
Add: Consolidation adjustments	9,493,918	-
Total retained earnings	85,633,171	58,493,512

The determination of realised and unrealised profits is based on the Guidance of Special Matter No.1, *Determination of Realised and Unrealised Profits or Losses in the Context of Disclosure Pursuant to Bursa Malaysia Securities Berhad Listing Requirements,* issued by Malaysian Institute of Accountants on 20 December 2010.

STATEMENT BY DIRECTORS
pursuant to Section 169(15) of the Companies Act, 1965

In the opinion of the Directors, the financial statements set out on pages 35 to 95 are drawn up in accordance with Financial Reporting Standards and the Companies Act, 1965 in Malaysia so as to give a true and fair view of the financial position of the Group and of the Company at 31 December 2010 and of their financial performance and cash flows for the financial year then ended.

In the opinion of the Directors, the information set out in Note 35 on page 96 to the financial statements has been compiled in accordance with the Guidance on Special Matter No.1, *Determination of Realised and Unrealised Profits or Losses in the Context of Disclosures Pursuant to Bursa Malaysia Securities Berhad Listing Requirements*, issued by the Malaysian Institute of Accountants, and presented based on the format prescribed by Bursa Malaysia Securities Berhad.

Signed on behalf of the Board of Directors in accordance with a resolution of the Directors:

CHANG MUN KEE

LIM CHAO LI

Kuala Lumpur,

Date: 27 April 2011

STATUTORY DECLARATION
pursuant to Section 169(16) of the Companies Act, 1965

I, **Gregory Charles Poarch**, the officer primarily responsible for the financial management of JobStreet Corporation Berhad, do solemnly and sincerely declare that the financial statements set out on pages 35 to 96 are, to the best of my knowledge and belief, correct and I make this solemn declaration conscientiously believing the same to be true, and by virtue of the provisions of the Statutory Declarations Act, 1960.

Subscribed and solemnly declared by the above named in Petaling Jaya on 27 April 2011.

GREGORY CHARLES POARCH

Before me:

SOONG FOONG CHEE (No. B 158)
Commissioner of Oaths

INDEPENDENT AUDITORS' REPORT

to the members of **JobStreet Corporation Berhad** (Company No. 641378-W) (Incorporated in Malaysia)

Report on the Financial Statements

We have audited the financial statements of Jobstreet Corporation Bhd, which comprise the statements of financial position as at 31 December 2010 of the Group and of the Company, and the statements of comprehensive income, changes in equity and cash flows of the Group and of the Company for the year then ended, and a summary of significant accounting policies and other explanatory information, as set out on pages 35 to 95.

Directors' Responsibility for the Financial Statements

The Directors of the Company are responsible for the preparation of financial statements that give a true and fair view in accordance with Financial Reporting Standards and the Companies Act, 1965 in Malaysia, and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with approved standards on auditing in Malaysia. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on our judgement, including the assessment of risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the entity's preparation of financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Directors, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements have been properly drawn up in accordance with Financial Reporting Standards and the Companies Act, 1965 in Malaysia so as to give a true and fair view of the financial position of the Group and of the Company as of 31 December 2010 and of their financial performance and cash flows for the year then ended.

Report on Other Legal and Regulatory Requirements

In accordance with the requirements of the Companies Act, 1965 in Malaysia, we also report the following:

(a) In our opinion, the accounting and other records and the registers required by the Act to be kept by the Company and its subsidiaries of which we have acted as auditors have been properly kept in accordance with the provisions of the Act.

(b) We have considered the accounts and auditors' reports of all the subsidiaries of which we have not acted as auditors, which is indicated in Note 5 to the financial statements.

(c) We are satisfied that the accounts of the subsidiaries that have been consolidated with the Company's financial statements are in form and content appropriate and proper for the purposes of the preparation of the financial statements of the Group and we have received satisfactory information and explanations required by us for those purposes.

(d) The audit reports on the accounts of the subsidiaries did not contain any qualification or any adverse comment made under Section 174 (3) of the Act.

Other Reporting Responsibilities

Our audit was made for the purpose of forming an opinion on the financial statements taken as a whole. The information set out in Note 35 on page 96 to the financial statements has been compiled by the Company as required by the Bursa Malaysia Securities Berhad Listing Requirements and is not required by the Financial Reporting Standards. We have extended our audit procedures to report on the process of compilation of such information. In our opinion, the information has been properly compiled, in all material aspects, in accordance with the Guidance on Special Matter No. 1, *Determination of Realised and Unrealised Profits or Losses in the Context of Disclosures Pursuant to Bursa Malaysia Securities Berhad Listing Requirements*, issued by the Malaysian Institute of Accountants and presented based on the format prescribed by Bursa Malaysia Securities Berhad.

Other Matters

This report is made solely to the members of the Company, as a body, in accordance with Section 174 of the Companies Act, 1965 in Malaysia and for no other purpose. We do not assume responsibility to any other person for the content of this report.

KPMG
Firm Number: AF 0758
Chartered Accountants

Loh Kam Hian
Approval Number: 2941/09/12(J)
Chartered Accountant

Petaling Jaya,

Date: 27 April 2011

LIST OF PROPERTIES

Location	Description	Existing Use	Age of Building (Years)	Built-Up Area (Sq m)	Tenure	Net Book Value as at 31.12.2010 (RM)	Date of Acquisition
Wisma JobStreet.com No. 27, Lorong Medan Tuanku 1, Off Jalan Sultan Ismail, 50300 Kuala Lumpur	8-storey office building with basement	JobStreet's Head Office	26	3,917	Freehold	9,895,968	6.12.2005
19, Jalan Sasa 3, Taman Gaya, 81800 Ulu Tiram, Johor Darul Takzim	2-storey shop office	Sales office	3	357	Freehold	366,013	19.5.2006

ANALYSIS OF SHAREHOLDINGS
as at 9 May 2011

Authorised Capital	:	RM100,000,000.00
Issued And Paid-up Capital	:	RM319,658,000*
Class of Share	:	Ordinary shares of RM0.20 each
Voting Right	:	One vote per ordinary share held

* Inclusive of 2,190,700 treasury shares

DISTRIBUTION OF SHAREHOLDINGS

Size of Shareholdings	No. of Shareholders	%	No. of Shares	%#
Less than 100 shares	42	4.38	1,952	0.00
100 – 1,000 shares	204	21.27	64,171	0.02
1,001 – 10,000 shares	415	43.28	1,328,725	0.42
10,001 – 100,000 shares	203	21.17	6,696,598	2.11
100,001 to less than 5% of issued shares#	71	7.40	32,173,161	10.13
5% and above of issued shares	24	2.50	277,202,693	87.32
Total	**959**	**100.00**	**317,467,300**	**100.00**

\# Excludes 2,190,700 ordinary shares of RM0.20 each bought back by the Company and held as treasury shares as at 9 May 2011

SUBSTANTIAL SHAREHOLDERS
(As per register of substantial shareholders)

Name	No. of Shares Held Direct	%#	Indirect	%#
Chang Mun Kee	29,050,377	9.15	5,000,000*	1.57
Wong Siew Hui	30,341,565	9.56	-	-
FMR LLC & FIL Limited	-	-	36,415 ,700**	11.47
Seek International Investments Pty Ltd	70,513,286	22.21	-	-
Ng Kay Yip	26,023,310	8.20	-	-
Lim Chao Li	24,283,065	7.65	-	-

* Registered in the name of HSBC (Malaysia) Trustee Berhad – Little Rain Children Trust. HSBC (Malaysia) Trustee Berhad – Little Rain Children Trust is the trustee of a discretionary trust, for estate planning purposes, the beneficiaries of which are members of Mr. Chang Mun Kee's family and himself.

** FMR LLC & FIL Limited and their direct and indirect subsidiaries.

\# Excludes 2,190,700 ordinary shares of RM0.20 each bought back by the Company and held as treasury shares as at 9 May 2011

DIRECTORS' SHAREHOLDINGS
(As per register of directors' shareholdings)

	No. of Shares Held			
Name of Directors	**Direct**	**%#**	**Indirect**	**%#**
Datuk Ali bin Abdul Kadir	1,570,000	0.49	105,000 *	0.03
Tan Sri Dato' Dr Lin See Yan	3,070,000	0.97	-	-
Chang Mun Kee	29,050,377	9.15	5,000,000**	1.57
Lim Chao Li	24,283,065	7.65	-	-
Ng Kay Yip	26,023,310	8.20	-	-
Suresh A/L Thirugnanam	12,405,410	3.91	-	-

Note : * Deemed interested by virtue of Section 6A(4) of the Companies Act, 1965.

** Registered in the name of HSBC (Malaysia) Trustee Berhad – Little Rain Children Trust. HSBC (Malaysia) Trustee Berhad – Little Rain Children Trust is the trustee of a discretionary trust, for estate planning purposes, the beneficiaries of which are members of Mr. Chang Mun Kee's family and himself.

Excludes 2,190,700 ordinary shares of RM0.20 each bought back by the Company and held as treasury shares as at 9 May 2011

30 LARGEST SHAREHOLDERS

	Name	**No. of Shares Held**	**%#**
1.	HSBC Nominees (Asing) Sdn Bhd *SEEK International Investments Pty Ltd*	70,513,286	22.21
2.	Wong Siew Hui	30,341,565	9.56
3.	Chang Mun Kee	29,050,377	9.15
4.	Ng Kay Yip	26,023,310	8.20
5.	Lim Chao Li	24,283,065	7.65
6.	HSBC Nominees (Asing) Sdn Bhd *TNTC For Kuroto Fund LP*	11,271,900	3.55
7.	Cartaban Nominees (Asing) Sdn Bhd *BBH (LUX) SCA for Fidelity Funds Asean*	11,002,650	3.47
8.	Suresh A/L Thirugnanam	10,505,410	3.31
9.	Gregory Charles Poarch	8,291,175	2.61
10.	HSBC Nominees (Asing) Sdn Bhd *Exempt AN for JPMorgan Chase Bank, National Association (U.S.A)*	7,040,150	2.22
11.	Cartaban Nominees (Asing) Sdn Bhd *BBH (LUX) SCA for Fidelity Funds Pacific*	6,970,700	2.20
12.	Citigroup Nominees (Asing) Sdn Bhd *PLL for Acacia Partners LP*	6,000,000	1.89
13.	HSBC Nominees (Tempatan) Sdn Bhd *Exempt AN for HSBC (Malaysia) Trustee Berhad (LRCT-5741)*	5,000,000	1.57

30 LARGEST SHAREHOLDERS (CONT'D)

	Name	No. of Shares Held	%#
14.	HSBC Nominees (Asing) Sdn Bhd *Exempt AN for Morgan Stanley & Co. International Plc (IPB CLIENT ACCT)*	4,898,900	1.54
15.	Cartaban Nominees (Asing) Sdn Bhd *BBH (LUX) SCA for Fidelity Funds Malaysia*	4,192,600	1.32
16.	Citigroup Nominees (Asing) Sdn Bhd *PLL for Acacia Institutional Partners LP*	3,900,000	1.23
17.	Lin Hai Moh @ Lin See Yan	3,070,000	0.97
18.	Cartaban Nominees (Asing) Sdn Bhd *BBH And Co Boston for Mid Cap Portfolio (VAR INS PF III)*	2,617,600	0.82
19.	Natarajan Muralidharan	2,391,310	0.75
20.	Lee Sau Eng	2,289,000	0.72
21.	HSBC Nominees (Asing) Sdn Bhd *BBH And Co Boston for Fidelity Japan Asia Growth Mother Fund (MTBJ)*	2,041,000	0.64
22.	Cartaban Nominees (Asing) Sdn Bhd *SSBT Fund W4B3 for Wasatch Emerging Markets Small Cap Fund*	1,979,800	0.62
23.	CIMSEC Nominees (Tempatan) Sdn Bhd *CIMB Bank for Suresh A/L Thirugnanam (MY0526)*	1,900,000	0.60
24.	Ng Kay Ian	1,628,895	0.51
25.	Citigroup Nominees (Asing) Sdn Bhd *PLL for Acacia Conservation Fund LP*	1,560,000	0.49
26.	HSBC Nominees (Asing) Sdn Bhd *Exempt AN for Credit Suisse (HK BR-TST-ASING)*	1,500,000	0.47
27.	HSBC Nominees (Tempatan) Sdn Bhd *HSBC (M) Trustee Bhd for Value Fund (4223)*	1,367,800	0.43
28.	Ted Allen Targosz	1,297,250	0.41
29.	Citigroup Nominees (Asing) Sdn Bhd *CBHK for Frontier Asia Fund*	1,271,700	0.40
30.	HSBC Nominees (Asing) Sdn Bhd *Exempt AN for the Bank of New York Mellon (Mellon Acct)*	1,223,100	0.39

Excludes 2,190,700 ordinary shares of RM0.20 each bought back by the Company and held as treasury shares as at 9 May 2011

NOTICE OF SEVENTH ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN that the Seventh Annual General Meeting of JOBSTREET CORPORATION BERHAD will be held and convened at 3rd Floor, Wisma JobStreet.com, No. 27, Lorong Medan Tuanku 1, (Off Jalan Sultan Ismail), 50300 Kuala Lumpur on Wednesday, 22 June 2011 at 3.00 p.m. for the following purposes:-

A G E N D A

As Ordinary Business

1. To receive and adopt the Audited Financial Statements for the financial year ended 31 December 2010 together with the Reports of the Directors and Auditors thereon.

Ordinary Resolution 1

2. To declare a Final Single Tier Dividend of 1.0 sen per ordinary share of RM0.20 each for the financial year ended 31 December 2010.

Ordinary Resolution 2

3. To approve the increase of Directors' Fees from RM120,250.00 for the financial year ended 31 December 2009 to RM195,000.00 for the financial year ended 31 December 2010 and payment thereof.

Ordinary Resolution 3

4. To consider and, if thought fit, to pass the following resolution pursuant to Section 129(6) of the Companies Act, 1965:-

   "That pursuant to Section 129(6) of the Companies Act, 1965, Tan Sri Dato' Dr Lin See Yan be re-appointed as Director to hold office until the conclusion of the next Annual General Meeting of the Company."

Ordinary Resolution 4

5. To re-elect the following Directors who are retiring under Article 85 of the Articles of Association of the Company:-

   i) Mr Lim Chao Li **Ordinary Resolution 5**

   ii) Mr Ng Kay Yip **Ordinary Resolution 6**

6. To re-appoint Messrs KPMG as Auditors of the Company and to authorise the Directors to fix their remuneration.

Ordinary Resolution 7

As Special Business

To consider and, if thought fit, to pass the following resolutions:

7. **Renewal of Authority under Section 132D of the Companies Act, 1965 for the Directors to allot and issue shares**

   "THAT pursuant to Section 132D of the Companies Act, 1965, the Directors be and are hereby authorised to allot and issue shares in the Company at any time and from time to time until the conclusion of the next Annual General Meeting upon such terms and conditions and for such purposes as the Directors may, in their absolute discretion, deem fit provided that the aggregate number of shares to be issued does not exceed ten per centum (10%) of the issued share capital of the Company (excluding treasury shares) for the time being, subject always to the approval of all relevant regulatory bodies being obtained for such allotment and issue."

Ordinary Resolution 8

8. **Proposed Renewal of Authority for the Company to Purchase its own Ordinary Shares ("Proposed Share Buy-Back")**

"THAT subject to the Companies Act, 1965 ("Act"), rules, regulations and orders made pursuant to the Act, provisions of the Memorandum and Articles of Association of the Company and the Main Market Listing Requirements of Bursa Malaysia Securities Berhad ("Bursa Securities") ("Listing Requirements") and any other relevant authority, the Directors of the Company be and are hereby unconditionally and generally authorised, to the extent permitted by law, to make purchases of ordinary shares comprised in the Company's issued and paid-up share capital, such purchases to be made through Bursa Securities and to take all such steps as necessary (including opening and maintaining of a central depositories account under the Securities Industry (Central Depository) Act, 1991) and enter into any agreements, arrangements, and guarantees with any party or parties to implement, finalise and give full effect to the aforesaid purchase with full powers to assent to any conditions, modifications, revaluations, variations and/or amendments (if any), as may be imposed by the relevant authorities from time to time subject further to the following:

(i) the maximum aggregate number of ordinary shares of RM0.20 each in the Company ("JCB Shares") which may be purchased and/or held by the Company shall not exceed ten per centum (10%) of the issued and paid-up share capital of the Company, subject to the provisions of the Listing Requirements;

(ii) the maximum funds to be allocated by the Company for the purpose of purchasing the JCB Shares under the Proposed Share Buy-Back shall not exceed the retained profits and/or share premium account of the Company for the time being. Based on the audited financial statements of the Company for the financial year ended 31 December 2010, the audited retained profits and share premium account of the Company stood at approximately RM58.49 million and RM6.23 million respectively;

(iii) the authority conferred by this resolution to facilitate the Proposed Share Buy-Back will commence immediately upon passing of this ordinary resolution and will continue to be in force until:

(a) the conclusion of the next annual general meeting ("AGM") of the Company, following the general meeting at which this resolution was passed at which time it will lapse unless by ordinary resolution passed at the meeting, the authority is renewed, either unconditionally or subject to conditions but not as to prejudice the completion of purchase by the Company before the aforesaid expiry date and, in any event, in accordance with the provisions of the Act, the rules and regulations made pursuant thereto and the guidelines issued by Bursa Securities and/or any other relevant authority;

(b) the expiration of the period within which the next AGM after that date is required by law to be held; or

(c) revoked or varied by ordinary resolution passed by the shareholders in general meeting,

whichever occurs first, but not so as to prejudice the completion of purchase(s) by the Company of the JCB Shares before the aforesaid expiry date and, made in any event, in accordance with the provisions of the guidelines issued by Bursa Securities and any prevailing laws, rules, regulations, orders, guidelines and requirements issued by any relevant authority; and

upon the purchase(s) of the JCB Shares by the Company, the Directors of the Company be and are hereby authorised to cancel any portion or all of the JCB Shares so purchased or to retain the JCB Shares so purchased as treasury shares, of which may be distributed as dividends to shareholders, and/or resold on Bursa Securities, and/or subsequently cancelled or to retain part of the JCB Shares so purchased as treasury shares and cancel the remainder and in any other manner as prescribed by the Act, rules, regulations and orders made pursuant to the Act and the Listing Requirements and any other relevant authority for the time being in force;

AND THAT the Directors of the Company be and are hereby authorised to take all such steps as are necessary or expedient to implement, finalise, complete or to effect the purchase(s) of the JCB Shares by the Company with full powers to assent to any conditions, modifications, resolutions, variations and/or amendments (if any) as may be imposed by the relevant authorities and to do all such acts and things as the said Directors may deem fit and expedient in the best interest of the Company to give effect to and to complete the purchase of the JCB Shares."

Ordinary Resolution 9

NOTICE OF DIVIDEND PAYMENT

NOTICE IS ALSO HEREBY GIVEN THAT, subject to the approval of the shareholders at the Seventh Annual General Meeting to be held on Wednesday, 22 June 2011, a Final Single Tier Dividend of 1.0 sen per ordinary share of RM0.20 each in respect of the financial year ended 31 December 2010 will be paid to shareholders on 15 July 2011. The entitlement date for the said dividend shall be on 6 July 2011.

A Depositor shall qualify for entitlement to the Dividend only in respect of:

(a) Shares transferred to the Depositor's securities account before 4.00 p.m. on 6 July 2011 in respect of ordinary transfers;

(b) Shares bought on the Bursa Malaysia Securities Berhad on a cum entitlement basis according to the Rules of Bursa Malaysia Securities Berhad.

BY ORDER OF THE BOARD

TAI YIT CHAN (MAICSA 7009143)
LIEW IRENE (MAICSA 7022609)
Secretaries

Selangor Darul Ehsan

Date: 31 May 2011

NOTES :

1. A member entitled to attend and vote at the meeting is entitled to appoint up to two (2) proxies to attend and vote in his stead. A proxy may but need not be a member of the Company and the provisions of Section 149(1)(b) of the Companies Act, 1965 shall not apply.

2. Where a member appoints two (2) proxies, he shall specify the proportion of his holdings to be represented by each proxy, failing which the appointment shall be invalid.

3. Where a member of the Company is an authorised nominee as defined under the Securities Industry (Central Depositories) Act 1991, it may appoint at least one (1) proxy in respect of each securities account it holds with ordinary shares of the Company standing to the credit of the said securities account.

4. The instrument appointing a proxy shall be in writing under the hand of the appointor or of his attorney duly authorised in writing or, if the appointor is a corporation, either under its Common Seal or under the hand of an officer or attorney duly authorised.

5. The instrument appointing a proxy and the power of attorney or other authority, if any, under which it is signed or a notarially certified copy of that power or authority must be deposited at the Company's Registered Office at Lot 6.05, Level 6, KPMG Tower, 8 First Avenue, Bandar Utama, 47800 Petaling Jaya, Selangor Darul Ehsan not less than 48 hours before the time for holding the meeting.

6. **EXPLANATORY NOTES ON THE SPECIAL BUSINESS**

(i) Ordinary Resolution 8 on the Renewal of Authority under Section 132D of the Companies Act, 1965 (the "Act") for the Directors to issue shares.

The Company had, during its Sixth Annual General Meeting ("AGM") held on 9 June 2010, obtained its shareholders' approval for the general mandate for issuance of shares pursuant to Section 132D of the Act. The Company did not issue any shares pursuant to this mandate obtained.

The Ordinary Resolution 8 proposed under item 7 of the Agenda is a renewal of the general mandate for issuance of shares by the Company under Section 132D of the Act. The mandate, if passed, will provide flexibility for the Company and empower the Directors to allot and issue new shares speedily in the Company up to an amount not exceeding in total 10% of the issued share capital (excluding treasury shares) of the Company for such purposes as the Directors consider would be in the interest of the Company. This would eliminate any delay arising from and cost involved in convening a general meeting to obtain approval of the shareholders for such issuance of shares. This authority, unless revoked or varied by the Company at a general meeting, will expire at the next AGM.

The authority will provide flexibility to the Company for any possible fund raising activities, including but not limited to further placing of shares, for purpose of funding investment project(s), working capital and/or acquisitions.

(ii) Ordinary Resolution 9 - Proposed Renewal of Authority for the Company to Purchase its own Ordinary Shares

Please refer to the Share Buy-Back Statement dated 31 May 2011 for further information.

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JobStreet corporation berhad
(Company No.: 641378-W)
Incorporated in Malaysia under the Companies Act, 1965

PROXY FORM

No. of shares held	

I/We, ...
of ....
being a member of JOBSTREET CORPORATION BERHAD, hereby appoint
....
of ....
or failing him/her, ...
of...

or failing him/her, *the Chairman of the Meeting as my/our proxy to vote for me/us on my/our behalf at the Seventh Annual General Meeting of the Company to be held at 3rd Floor, Wisma JobStreet.com, No. 27, Lorong Medan Tuanku 1, (Off Jalan Sultan Ismail), 50300 Kuala Lumpur on Wednesday, 22 June 2011 at 3.00 p.m. and at any adjournment thereof in respect of my/our shareholding in the manner indicated below:-

** Please delete the words "Chairman of the Meeting" if you wish to appoint some other person to be your proxy.*

No.	*Ordinary Resolution*	*For*	*Against*
1.	Adoption of Audited Financial Statements for the financial year ended 31 December 2010 and the Reports of the Directors and Auditors		
2.	Declaration of a Final Single Tier Dividend of 1.0 sen per ordinary share of RM0.20 each		
3.	Approval of the increase in Directors' Fees for the financial year ended 31 December 2010 and payment thereof		
4.	Re-appointment of Tan Sri Dato' Dr Lin See Yan as Director		
5.	Re-election of Mr Lim Chao Li as Director		
6.	Re-election of Mr Ng Kay Yip as Director		
7.	Re-appointment of Messrs KPMG as Auditors		
8.	Renewal of Authority under Section 132D of the Companies Act, 1965 for the Directors to issue shares		
9.	Proposed Renewal of Authority for the Company to Purchase its Own Ordinary Shares		

[Please indicate with an "X" in the spaces provided whether you wish your votes to be cast for or against the resolutions. In the absence of specific directions, your proxy will vote or abstain as he/she thinks fit.]

Dated this .... day of 2011

…………………………………………………
Signature of Shareholder(s)/ Common Seal

NOTES :

1. A member entitled to attend and vote at the meeting is entitled to appoint up to two (2) proxies to attend and vote in his stead. A proxy may but need not be a member of the Company and the provisions of Section 149(1)(b) of the Companies Act, 1965 shall not apply.
2. Where a member appoints two (2) proxies, he shall specify the proportion of his holdings to be represented by each proxy, failing which the appointment shall be invalid.
3. Where a member of the Company is an authorised nominee as defined under the Securities Industry (Central Depositories) Act 1991, it may appoint at least one (1) proxy in respect of each securities account it holds with ordinary shares of the Company standing to the credit of the said securities account.
4. The instrument appointing a proxy shall be in writing under the hand of the appointor or of his attorney duly authorised in writing or, if the appointor is a corporation, either under its Common Seal or under the hand of an officer or attorney duly authorised.
5. The instrument appointing a proxy and the power of attorney or other authority, if any, under which it is signed or notarially certified true copy of that power or authority must be deposited at the Company's Registered Office at Lot 6.05, Level 6, KPMG Tower, 8 First Avenue, Bandar Utama, 47800 Petaling Jaya, Selangor Darul Ehsan not less than 48 hours before the time for holding the meeting.

AFFIX STAMP

The Company Secretary
JOBSTREET CORPORATION BERHAD
(Company No.: 641378-W)
Lot 6.05, Level 6, KPMG Tower
8 First Avenue
Bandar Utama
47800 Petaling Jaya
Selangor Darul Ehsan

JobStreet Corporation Berhad
(Company No.: 641378-W)
Lot 6.05, Level 6, KPMG Tower
8 First Avenue, Bandar Utama
47800 Petaling Jaya
Selangor Darul Ehsan