

## DIRECTORS AND SENIOR MANAGEMENT

### GENERAL

The following table sets out certain information of our Directors and senior management:

Name	Age	Position	Date of joining our Group	Roles and responsibilities	Relationship with Directors and other senior management
<i>Directors</i>					
Mr. ANG Kong Meng (洪坤明)	66	Chairman of our Board and non-executive Director	February 2015	Providing advice on the strategic development, policy formulation, corporate governance, and appointment of key personnel of our Group	Husband of the aunt of Mr. Ong and brother of husband of Mr. Koh's aunt
Mr. KOH Lee Huat (許利發)	47	Executive Director and chief executive officer	January 1996	Day to day operations and overall project management, formulating corporate and business strategies and making major operation decisions of our Group	Nephew of wife of Mr. Ang's brother
Mr. RYAN ONG Wei Liang (王威量)	33	Executive Director	December 2011	Business development of our Group, and risk management of our Group's projects	Nephew of Mr. Ang's wife
Mr. SIU Man Ho Simon (蕭文豪)	44	Independent non-executive Director	March 2018	Providing independent judgement on issues of strategy, policy, performance, accountability, resource, key appointments and standard of conduct	None
Mr. CHEUNG Kwok Yan Wilfred (張國仁)	38	Independent non-executive Director	March 2018	Providing independent judgement on issues of strategy, policy, performance, accountability, resource, key appointments and standard of conduct	None
Prof. PONG Kam Keung (龐錦強)	56	Independent non-executive Director	March 2018	Providing independent judgement on issues of strategy, policy, performance, accountability, resource, key appointments and standard of conduct	None
<i>Senior management</i>					
Ms. HO Poh Ling (何寶琳)	45	Senior project manager	June 2009	Responsible for project management and execution of our Group's projects	None
Ms. RAMIREZ Winnie Dainne Barit	34	Head of architectural design and medical planner	October 2010	Responsible for space and workflow planning of medical facilities, including medical equipment placement and architectural construction drawing and designing	None
Ms. LEE Shu Hsien	27	Chief financial officer	July 2017	Overseeing financial reporting, investor relations, tax and treasury matters	None

### Chairman and non-executive Director

**Mr. Ang Kong Meng (洪坤明)**, aged 66, is the chairman of our Board and a non-executive Director. He was appointed as a Director on 18 August 2017, and was re-designated as a non-executive Director and appointed as chairman of our Board on 17 September 2017. He is also a member of our Audit Committee of our Board with effect from the [REDACTED]. Mr. Ang has been a director and a shareholder of Hwa Koon since 16 February 2015.

---

## DIRECTORS AND SENIOR MANAGEMENT

---

Mr. Ang obtained a Bachelor of Accountancy from The University of Singapore in July 1976. Mr. Ang has over 40 years of experience in accounting. Mr. Ang had worked at an accounting firm in Singapore for three years before establishing his accounting and business advisory firm, Ang & Co, in December 1979. In March 1992, Mr. Ang became a partner of Lee Boon Song & Co, a local public accounting firm in Singapore. In January 2013, in anticipation of carrying on the business of the two accounting firms in the form of public accounting corporation, Mr. Ang and other partners established Ang & Co PAC and Lee Boon Song & Co PAC, and subsequently Ang & Co and Lee Boon Song & Co were both voluntarily removed from the register in December 2013. Mr. Ang has been a fellow of Institute of Certified Public Accountants of Singapore since July 2004, a fellow of the Association of Chartered Certified Accountants since March 2006, and an Accredited Tax Advisor of the Singapore Institute of Accredited Tax Professionals since September 2010.

Mr. Ang had been a non-executive director of Asian American Medical Group Limited, a company whose shares are listed on the Australian Securities Exchange Limited (stock code: AJJ), from February 2016 to February 2018. As at the Latest Practicable Date, Mr. Ang held approximately 15.5% interest of the total issued share capital of Asian American Medical Group Limited.

Pursuant to Rule 13.51(2)(1), the following sets out the companies which have been dissolved other than by members’ voluntary winding up when Mr. Ang was a director or within 12 months after he ceased to be a director of such companies:

	Name of company	Place of incorporation (Company Registration Number)	Dissolved by	Principal business activity immediately prior to cessation of business
1.	Multibrand Distributors (S) Pte Ltd	Singapore (200106035M)	Struck off on 20 December 2002	Inactive
2.	Nutrifarm Health Products (S) Pte Ltd	Singapore (200400679G)	Struck off on 6 March 2013	Wholesale of health supplements. Retail sale of health supplements.
3.	Klaven Chemicals Pte Ltd	Singapore (200407369E)	Struck off on 8 December 2010	Wholesale of chemicals and chemical products.
4.	Casement Plastic Sdn Bhd	Malaysia (223525P)	Dissolved by Registrar	Sales of plastic goods.
5.	Garuna Bekal Sdn Bhd	Malaysia (104219K)	Dissolved by Registrar	Sawmillers and dealers in timber and lumber

Mr. Ang has confirmed that there is no fraudulent act or misfeasance on his part leading to the dissolution of such companies shown above and he is not aware of any actual or potential claim which has been or will be made against him as a result of the dissolution of such companies. The above companies were solvent as at the date of dissolution.

## DIRECTORS AND SENIOR MANAGEMENT

---

Mr. Ang is the brother of the founder of our Group, Mr. Ang Hwa Koon, and is the husband of the sister of Mr. Ong’s father. Mr. Ang Hwa Koon’s wife is the sister of Mr. Koh’s father.

### Executive Directors

**Mr. Koh Lee Huat** (許利發), aged 47, is the chief executive officer of our Company and an executive Director. He was appointed as a Director on 18 August 2017, and was re-designated as an executive Director on 17 September 2017. He is also a member of our Remuneration Committee with effect from the [REDACTED]. Mr. Koh has been a director and a shareholder of Hwa Koon since 25 January 2007. Mr. Koh is responsible for the day to day operations and overall project management, formulating corporate and business strategies and making major operation decisions of our Group.

Mr. Koh has over 21 years of experience in the construction industry specialising in radiation shielding works. Mr. Koh gained technical work experience by starting as a technical officer at the Singapore Institute of Standards and Industrial Research (SISIR) in January 1995, eventually leading a team of technicians on laboratory tools calibration and field testing. Mr. Koh joined our Group in January 1996 as a site supervisor and was promoted to project manager in January 2002.

Mr. Koh obtained a Diploma in Mechanical Engineering from Ngee Ann Polytechnic of Singapore in August 1992. In addition, Mr. Koh obtained certificates of completion of the following courses: Introduction to Radiation Safety, conducted by The National University of Singapore in March 1996; Risk Management Course, conducted by Absolute Kinetics Consultancy Pte Ltd in November 2006; Building Construction Supervisors Safety Course, conducted by The Singapore Contractors Association Ltd (SCAL) SCAL Academy in April 2008; and Work-at-Height Course for Supervisors, conducted by Greensafe International Pte Ltd in November 2013.

Mr. Koh is the nephew of Mr. Ang Hwa Koon by virtue of being the son of the brother of Mr. Ang Hwa Koon’s wife. Mr. KM Ang is the brother of Mr. Ang Hwa Koon.

**Mr. Ryan Ong Wei Liang** (王威量), aged 33, is an executive Director. He was appointed as a Director on 18 August 2017, and was re-designated as an executive Director on 17 September 2017. He is also a member of our Nomination Committee with effect from the [REDACTED]. Mr. Ong joined Hwa Koon in December 2011 and has taken up a senior management position since February 2013, and has been a director of Hwa Koon since 16 July 2015. Mr. Ong is responsible for business development of our Group and risk management of our Group’s projects.

---

## DIRECTORS AND SENIOR MANAGEMENT

---

Mr. Ong has over 5 years of experience in the construction industry specialising in radiation shielding works. Prior to joining Hwa Koon, Mr. Ong was a relationship manager in consumer banking at Standard Chartered Bank (Singapore) Limited from July 2009 to November 2011. He joined Hwa Koon in December 2011 as a business development manager and was promoted to senior business manager on 1 February 2013. Mr. Ong became a director and a shareholder of Hwa Koon on 16 July 2015.

Mr. Ong obtained a Bachelor of Business (Management) from Royal Melbourne Institute of Technology of Australia in conjunction with Singapore Institute of Management in August 2009. In addition, Mr. Ong received certificates for completing the following courses: Building Construction Supervisors Safety Course, conducted by Tat Hong Training Centre in December 2011; Risk Management Course, conducted by NTUC LearningHub Pte Ltd in January 2012; Workplace Safety and Health, conducted by Singapore Workforce Development Agency in November 2012; Basic Ionising Radiation Safety (General) Course, conducted by Singapore Environment Institute, National Environment Agency Singapore in March 2015; Best Practices for Green and Gracious Builder in May 2016 conducted by Building and Construction Authority of Singapore.

Mr. Ong is the son of the brother of Mr. Ang’s wife.

### **Independent Non-executive Directors**

**Mr. Siu Man Ho Simon** (蕭文豪), aged 44, was appointed as an independent non-executive Director on 15 March 2018. He is also a member of our Audit Committee and the chairman of our Remuneration Committee with effect from the [REDACTED]. He is primarily responsible for providing independent judgment on issues of strategy, policy, performance, accountability, resource, key appointments and standard of conduct of our Group.

Mr. Siu is a practicing solicitor of the High Court of Hong Kong and a China Appointed Attesting Officer appointed by the Ministry of Justice of the PRC. Mr. Siu is currently a partner of the law firm, Sit, Fung, Kwong & Shum, Solicitors, which he first joined as a solicitor in January 2000 and has been continuously serving there since then. His areas of practice include corporate finance, capital markets, securities, mergers and acquisitions, joint ventures and general commercial matters.

---

## DIRECTORS AND SENIOR MANAGEMENT

---

Mr. Siu also actively participates in charitable and social services in Hong Kong. He is currently acting as a legal advisor for United Hearts Youth Foundation and a honorable legal advisor of the Hong Kong Taekwondo Association as well as the school manager of The Association of Directors & Former Directors of Pok Oi Hospital Leung Sing Tak College.

Mr. Siu has been an independent non-executive director of each of Wai Yuen Tong Medicine Holdings Limited (a company listed on the Main Board, stock code: 897), Brilliant Circle Holdings International Limited (a company listed on the Main Board, stock code: 1008), Weiye Holdings Limited (a company listed on the Main Board, stock code: 1570) and Shuang Yun Holdings Limited (a company listed on the Main Board, stock code: 1706) since August 2001, March 2009, March 2016, and October 2017, respectively. He was an independent non-executive director of Jiashili Group Limited (a company listed on the Main Board, stock code: 1285) from June 2015 until December 2015.

Mr. Siu obtained his Bachelor of Laws degree from the University of Hong Kong in November 1996.

**Mr. Cheung Kwok Yan Wilfred (張國仁)**, aged 38, was appointed as an independent non-executive Director on 15 March 2018. He is also the chairman of our Audit Committee and a member of our Nomination Committee with effect from the [REDACTED]. He is primarily responsible for providing independent judgement on issues of strategy, policy, performance, accountability, resource, key appointments and standard of conduct of our Group.

Mr. Cheung graduated from the University of Buckingham in the United Kingdom with a Bachelor of Science (Economics) in February 2005. Mr. Cheung is a fellow of the Association of Chartered Certified Accountants, the Hong Kong Institute of Certified Public Accountants and the Hong Kong Institute of Directors, a member of the Institute of Chartered Accountants in England and Wales. Mr. Cheung joined Moores Rowland Mazars in September 2005 as associate and was later transferred to Mazars CPA Limited after its reorganisation in June 2007. Mr. Cheung left Mazars CPA Limited in October 2007 as an associate and joined Grant Thornton as senior accountant in its China practice division until December 2008. Mr. Cheung then worked for the Royal Bank of Canada Europe Limited as accounts preparer in its CEES UK Department from March 2009 to January 2010. Mr. Cheung was employed by Rainbow Brothers Limited from February 2010 to August 2010 as senior associate in corporate finance. Mr. Cheung later joined Mega International Food Limited as its financial controller in September 2010 and was appointed as general manager of its fellow subsidiary, Poly Shining Limited, and Mr. Cheung left the group in March 2013. In August 2013, Mr. Cheung joined The Gate Worldwide Limited, an international advertising and marketing agency, as a senior finance manager and was promoted to a finance director in July 2015.

---

## DIRECTORS AND SENIOR MANAGEMENT

---

Mr. Cheung had been an independent non-executive director of Chun Sing Engineering Holdings Limited (stock code: 2277) (currently known as Huarong Investment Stock Corporation Limited), the issued shares of which are listed on the Main Board of the Stock Exchange, from December 2014 to June 2016 and he was an independent non-executive director of LEAP Holdings Group Limited (stock code: 1499), the issued shares of which are listed on the Main Board of the Stock Exchange, from August 2015 to November 2017.

Mr. Cheung was previously a director of Dot Com International Limited (得金國際有限公司), which was incorporated in Hong Kong on 18 December 2000. An application for deregistration was filed on 28 July 2017 due to cessation of business. The said company was solvent as at the date of the application for deregistration and up to the Latest Practicable Date. Mr. Cheung did not commit any misconduct or misfeasance which led to the application for deregistration of Dot Com International Limited. The deregistration is still under processing by the Company Registry as of the Latest Practicable Date.

**Prof. Pong Kam Keung (龐錦強)**, aged 56, was appointed as an independent non-executive Director on 15 March 2018. He is also a member of our Remuneration Committee and the chairman of our Nomination Committee with effect from the [REDACTED]. He is primarily responsible for providing independent judgment to bear on issuers of strategy, policy, performance, accountability, resource, key appointments and standard of conduct of our Group.

Prof. Pong is currently a non-executive director of Star Properties Group (Cayman Islands) Limited (stock code: 1560) from March 2016, a company listed on the Main Board of the Stock Exchange which engages in property development of industrial building for sale and rental in Hong Kong, an independent non-executive director of Shuang Yun Holdings Limited (stock code: 1706) from October 2017, a company listed on the Main Board of the Stock Exchange which engages in road works services and construction machinery rental services in Singapore. He was an executive director of Sundart Holdings Limited (stock code: 1568) from July 2015 to February 2018, a company listed on the Main Board of the Stock Exchange which engages in integrated fitting-out works in Hong Kong and Macau. Prof. Pong is also an adjunct professor in the Division of Environment of The Hong Kong University of Science and Technology from December 2013.

Prof. Pong was a member of the Disciplinary Tribunal of the Hong Kong Institute of Chartered Secretaries for 2015. Prof. Pong was the chief prosecution officer of the Environment Protection Department of the Government from July 2004 to July 2013. He served as advisor to the Hong Kong Architecture Centre from 2011 to 2013. He was also a member of the Appeal Tribunal Panel of the Planning and Lands Branch of the Development Bureau of the Government from February 2007 to November 2012 and a member of the Advisory Committee on Barrier Free Access of the Buildings Department which expired in July 2003.

---

## DIRECTORS AND SENIOR MANAGEMENT

---

Prof. Pong obtained a degree of Bachelor of Science in Building Surveying from the Thames Polytechnic, United Kingdom in June 1989, a degree of Master of Science in Property Investment from the City University of London, United Kingdom in December 1993, a degree of Bachelor of Laws through a distance learning program from the University of Wolverhampton, United Kingdom in September 1995, a Postgraduate Certificate in Laws from the University of Hong Kong in June 1997, a degree of Master of Science in Urban Planning from the University of Hong Kong in December 2005 and a degree of Master of Corporate Governance from the Hong Kong Polytechnic University in October 2008.

Prof. Pong is an authorised person (list of surveyors) registered with the Building Authority from September 2015. Prof. Pong is currently a certified tax adviser of the Taxation Institute of Hong Kong. Prof. Pong has been a fellow of the Hong Kong Institute of Construction Managers since August 2016, the Hong Kong Institute of Facility Management since July 2000, the Hong Kong Institute of Surveyors since November 2000, the Chartered Institute of Arbitrators since January 2001, the Royal Institution of Chartered Surveyor since January 2006 and the Hong Kong Institute of Chartered Secretaries since October 2012.

The following companies were dissolved other than by members’ voluntary winding up when Prof. Pong was a director:

<b>Name of company</b>	<b>Nature of business</b>	<b>Date of dissolution</b>	<b>Details</b>
Master Bright International Limited	Engineering	30 December 2005	It was a Hong Kong incorporated company de-registered under section 291AA of the Predecessor Companies Ordinance due to cessation of business. <i>(Note)</i>
New China Investment Limited	Property agency	30 December 2005	It was a Hong Kong incorporated company de-registered under section 291AA of the Predecessor Companies Ordinance due to cessation of business. <i>(Note)</i>

---

## DIRECTORS AND SENIOR MANAGEMENT

---

*Note:* Under section 291AA of the Predecessor Companies Ordinance, an application for de-registration can only be made if (a) all the members of such company agreed to such de-registration; (b) such company has never commenced business or operation, or has ceased to carry on business or ceased operation for more than three months immediately before the application and (c) such company has no outstanding liabilities.

As confirmed by Prof. Pong, the above companies were solvent as at the time of dissolution. Prof. Pong also confirmed that there is no wrongful act on his part leading to the above dissolution of the companies and he is not aware of any actual or potential claim which has been or will be made against him as a result of the dissolution and de-registration of the above companies.

Save as disclosed above, Prof. Pong does not hold any current or past directorship in the last three years preceding the Latest Practicable Date in any public companies listed on any securities market in Hong Kong or overseas.

### SENIOR MANAGEMENT

**Ms. Ho Poh Ling (何寶琳)**, aged 45, joined Hwa Koon as site supervisor on 19 June 2009 and was promoted to senior project manager on 1 December 2012. She is primarily responsible for ensuring that our projects are delivered on-time and within scope and budget. She has 16 years of experience in the construction industry. Prior to joining our Group, Ms. Ho worked at A-Track Constructor Pte Ltd from June 2001 to March 2008 as a human resources and administrative officer.

Ms. Ho holds a certificate in building construction safety supervisors course issued in October 2001 by the MOM.

In the three years preceding the Latest Practicable Date, Ms. Ho has not held any directorship in any public companies, the securities of which are listed on any securities exchange in Hong Kong or overseas.

**Ms. Ramirez Winnie Dainne Barit**, aged 34, joined Hwa Koon as design draftsman on 18 October 2010 and was promoted to head of architectural design and medical planner on 14 January 2014. She is primarily responsible for the planning of space workflow within medical facilities designed by our Group. She has 12 years of experience in architectural design, having started as an AutoCAD operator for City Planning and Development Office in Philippines in May 2005 and continued working there until October 2008. She then worked as a CAD designer at Re:Source Partners in Philippines before serving as a junior architect at Metroconcepts Inc. in Philippines from September 2009 to December 2009.

---

## DIRECTORS AND SENIOR MANAGEMENT

---

Ms. Ramirez holds a Bachelor of Science in Architecture issued by Rizal Technological University in Philippines in April 2007. She was entered into the registry book of professionals as an architect by the board of architecture of the Philippines on 2 July 2010. She holds two certificates both issued by BCA Academy, one for Code of Practice on Buildable Design issued in March 2016 and one for having attended BIM Planning Course in January 2016.

In the three years preceding the Latest Practicable Date, Ms. Ramirez has not held any directorship in any public companies, the securities of which are listed on any securities exchange in Hong Kong or overseas.

**Ms. Lee Shu Hsien**, aged 27, was appointed as our chief financial officer on 31 July 2017. Ms. Lee is responsible for the management of financial reporting, investor relations, tax and treasury matters of our Group.

Ms. Lee worked at Ernst & Young in Kuala Lumpur, Malaysia, from October 2011 to July 2014 with her last position as a senior audit associate. Then she joined Ernst & Young LLP in Singapore, in October 2014 until July 2017 with her last position as an audit assistant manager.

In December 2008, she was awarded a certificate of completion by Sunway University College for having completed the introductory, intermediate and advanced levels of the Certified Accounting Technicians Examinations. Ms. Lee was awarded a certificate of completion by Sunway College in October 2011 for having successfully completed all levels of the Association of Chartered Certified Accountants June 2011 Examinations. She holds a fundamental level certificate awarded in August 2010 and a professional level certificate awarded in August 2011 by the Association of Chartered Certified Accountants.

In the three years preceding the Latest Practicable Date, Ms. Lee has not held any directorship in any public companies, the securities of which are listed on any securities exchange in Hong Kong or overseas.

### COMPANY SECRETARY

**Ms. Cheng Florence Ga Sui (鄭家穗)**, aged 45, was appointed as the company secretary of our Company on 21 August 2017 and is responsible for our company secretarial affairs.

Ms. Cheng has about 10 years of experience in company secretarial work. Ms. Cheng served as a customer services executive in Offshore Incorporations HK Limited from May 2007 to July 2008. From November 2008 to January 2012, she was a company secretarial officer of ATC (Hong Kong) Limited. From January 2012 to March 2013, she worked at Phoenix Satellite Television Company Limited as the company secretary assistant. She then joined Vistra Corporate Services (HK) Limited and worked as a company secretarial manager from August 2013 to May 2016, and since October 2016 she has been working at BPO Global Services Limited as its company secretarial director.

---

## DIRECTORS AND SENIOR MANAGEMENT

---

Ms. Cheng obtained her Bachelor of Arts degree in business administration from the University of Wolverhampton and her Master of Corporate Governance from The Hong Kong Polytechnic University in July 2003 and October 2008, respectively. She has been an associate member of The Hong Kong Institute of Chartered Secretaries since May 2013.

In the three years preceding the Latest Practicable Date, Ms. Cheng has not held any directorship in any public companies the securities of which are listed on any securities exchange in Hong Kong or overseas.

### CORPORATE GOVERNANCE

Our Company will comply with the Corporate Governance Code in Appendix 14 to the Listing Rules. Our Directors will review our corporate governance policies and compliance with the Corporate Governance Code for each financial year and include our corporate governance report in our annual reports after the [REDACTED].

### BOARD COMMITTEES

#### Audit Committee

Our Company established our Audit Committee on 15 March 2018 with written terms of reference in compliance with Rule 3.21 and Rule 3.22 of the Listing Rules and paragraph C.3.3 of the Corporate Governance Code. The primary duties of our Audit Committee include, among others, (a) making recommendations to our Board on the appointment, re-appointment and removal of the external auditor and approving the remuneration and terms of engagement of the external auditor; (b) reviewing our financial statements, our annual report and accounts and our half-year report and significant financial reporting judgements contained therein; and (c) reviewing our financial controls, internal control and risk management systems. Our Audit Committee comprises two independent non-executive Directors, namely Mr. Siu Man Ho Simon and Mr. Cheung Kwok Yan Wilfred and one non-executive Director, namely Mr. Ang Kong Meng. Mr. Cheung Kwok Yan Wilfred is the chairman of our Audit Committee.

---

## **DIRECTORS AND SENIOR MANAGEMENT**

---

### **Nomination Committee**

Our Company established our Nomination Committee on 15 March 2018 with written terms of reference in compliance with paragraph A.5.2 of the Corporate Governance Code. The primary duties of our Nomination Committee include, among others, (a) reviewing the structure, size and composition (including the skills, knowledge and experience) of our Board at least annually and making recommendations on any proposed changes to our Board to complement our corporate strategy; (b) identifying individuals suitably qualified to become members of our Board and selecting or making recommendations to our Board on the selection of individuals nominated for directorships; (c) assessing the independence of our independent non-executive Directors; and (d) making recommendations to our Board on the appointment and succession planning for our Directors. Our Nomination Committee comprises two independent non-executive Directors, namely Prof. Pong Kam Keung and Mr. Cheung Kwok Yan Wilfred, and one executive Director, namely Mr. Ong. Prof. Pong Kam Keung is the chairman of our Nomination Committee.

### **Remuneration Committee**

Our Company established our Remuneration Committee on 15 March 2018 with written terms of reference in compliance with Rule 3.26 of the Listing Rules and paragraph B.1.2 of the Corporate Governance Code. The primary duties of our Remuneration Committee, under the principle that no Director or any of his associates should be involved in deciding his own remuneration, include, among others, making recommendations to our Board on (a) our remuneration policy and structure for all of our Directors and senior management; (b) the establishment of a formal and transparent procedure for developing remuneration policies; (c) the remuneration packages of our executive Directors and senior management, including benefits in kind, pension rights and compensation payments, including any compensation payable for loss or termination of their offices or appointments; and (d) the remuneration of our non-executive Directors. Our Remuneration Committee comprises two independent non-executive Directors, namely Mr. Siu Man Ho Simon and Prof. Pong Kam Keung and one executive Director, namely Mr. Koh Lee Huat. Mr. Siu Man Ho Simon is the chairman of our Remuneration Committee.

### **COMPLIANCE ADVISER**

In accordance with Rule 3A.19 of the Listing Rules, our Company has appointed Grande Capital Limited as our compliance adviser to provide advisory services to our Company. Pursuant to Rule 3A.23 of the Listing Rules, our Company must consult with and, if necessary, seek advice from the compliance adviser on a timely basis in the following circumstances:

- (i) before the publication of any regulatory announcement, circular or financial report;
- (ii) where a transaction, which might be a notifiable or connected transaction, is contemplated by our Company, including share issues and share repurchases;

---

## DIRECTORS AND SENIOR MANAGEMENT

---

- (iii) where our Company proposes to use the [REDACTED] of the [REDACTED] in a manner different from that detailed in this document or where the business activities, developments or results of our Company deviate from any forecast, estimate, or other information in this document; and
- (iv) where the Stock Exchange makes an inquiry of our Company concerning unusual movements in the price or trading volume of our Shares under Rule 13.10 of the Listing Rules.

The term of appointment shall commence on the [REDACTED] and end on the date on which our Company complies with Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year commencing after the [REDACTED] and such appointment shall be subject to extension by mutual agreement.

### REMUNERATION POLICY

#### Remuneration of Directors and Senior Management

Our Directors and senior management receive compensation in the form of fixed monthly salaries in accordance with their respective employment contracts with our Group. Our Group also reimburses them for expenses which are necessarily and reasonably incurred for the provision of services to our Group or executing their functions in relation to the business operations.

The remuneration policies of our Group is and will be formulated by our Board on the recommendations of our Remuneration Committee. During the Track Record Period, the remuneration of our Directors and our senior management was determined with reference to their respective experience, responsibilities with our Group and general market conditions. Discretionary bonus (if any) is linked to the performance of our Group and of individual Director or senior management. Our Company intends to continue its remuneration policies after the [REDACTED], subject to the review by and the recommendations of our Remuneration Committee.

For each of FY2014/15, FY2015/16, FY2016/17 and the three months ended 30 September 2017, the aggregate remuneration, including fees, salaries and allowances, discretionary bonus and contributions to retirement benefit scheme, charged to profit or loss for our Directors were approximately S\$222,000, S\$326,000, S\$326,000 and S\$77,000, respectively.

---

## **DIRECTORS AND SENIOR MANAGEMENT**

---

For each of FY2014/15, FY2015/16, FY2016/17 and the three months ended 30 September 2017, the five individuals whose emoluments were the highest in our Group include two directors, three directors, three directors and three directors respectively. For each of FY2014/15, FY2015/16, FY2016/17 and the three months ended 30 September 2017, the aggregate remuneration, including salaries and allowances, discretionary bonus and contributions to retirement benefits scheme, charged to profit or loss for our remaining highest paid individuals were approximately S\$860,000, S\$273,000, S\$264,000 and S\$51,000 respectively.

Save as disclosed above, no other payments have been paid or are payable by our Group in respect of each of the three years ended 30 June 2017 and the three months ended 30 September 2017 to our Directors or the five highest paid individuals of our Group.

It is estimated that, under the arrangements currently in force, the aggregate basic remuneration payable by our Group to our Directors for the year ending 30 June 2018 will be approximately S\$390,000.

During the Track Record Period, no remuneration was paid by our Group to, or received by, our Directors or the five highest paid individuals as an inducement to join or upon joining our Group or as compensation for loss of office.

During the Track Record Period, none of our Directors waived or agreed to waive any remuneration.

### **SHARE OPTION SCHEME**

Our Directors may also receive options to be granted under the Share Option Scheme. The principal terms of the Share Option Scheme are summarised in “Other information – 1. Share Option Scheme” in Appendix IV to this document.