SPINDEX INDUSTRIES LIMITED
(Incorporated in the Republic of Singapore)
(Company Registration No. 198701451M)

RESPONSE TO QUERY FROM SINGAPORE EXCHANGE SECURITIES TRADING LIMITED ON THE COMPANY'S ANNUAL REPORT FOR THE FINANCIAL YEAR ENDED 30 JUNE 2025

The Board of Directors ("**Board**") of Spindex Industries Limited (the "**Company"**) and its subsidiaries (the "**Group**") hereby provides the Company's response to the queries raised refer to the question raised by the Singapore Exchange Securities Trading Limited ("**SGX-ST**") on 21 October 2025 in relation to the Company's Annual Report for the financial year ended 30 June 2025, and wishes to provide the Company's response to the question as follows:

Question:

Listing Rule 1207(10D) requires annual reports to include "the names, amounts and breakdown of remuneration paid to each individual director and the chief executive officer by the issuer and its subsidiaries. Such breakdown must include (in percentage terms) base or fixed salary, variable or performance-related income or bonuses, benefits in kind, stock options granted, share-based incentives and awards, and other long-term incentives." It is noted on page 18 of the 2025 annual report, that the Company has only disclosed its directors' and managing director's remuneration in bands. In this regard, please explain how the Company has complied with Listing Rule 1207(10D) and publish the relevant information, where applicable.

Company's Response:

The breakdown of remuneration of the Directors of the Company for FY2025 is set out below:

Names	Base/Fixed Salary#	AWS/Bonus /Profit Sharing#	Directors' Fees	Total Remuneration	
	%	%	%	%	S$
Directors					
Mr Tan Choo Pie @ Tan Chang Chai	59	41	-	100	963,699
Mr Tan Heok Ting+	52	48	-	100	808,116
Mr Chen Chang Rong	-	-	100*	-	61,380
Mr Peter Tan Boon Heng	-	-	100*	-	81,840
Mr Hoon Tai Meng	-	-	100*	-	71,940

The salary and AWS/Bonus/Profit Sharing shown are inclusive of employer portion of CPF contribution.

* subject to shareholders' approval at the Company's AGM to be held on 24 October 2025.

+ Mr Tan Heok Ting is also the Managing Director of the Company.

BY ORDER OF THE BOARD

Tan Choo Pie @ Tan Chang Chai
Chairman
23 October 2025