



FEDERAL INTERNATIONAL (2000) LTD
Incorporated in the Republic of Singapore
Company Registration No. 199907113K

REPLY TO SGX QUERIES REGARDING THE COMPANY'S ANNUAL REPORT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2023

The Board of Directors of Federal International (2000) Ltd (the “**Company**”) and together with its subsidiaries, (the “**Group**”) refers to the following queries raised by the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) on 25 April 2024 and would like to provide additional information in relation to the Company's Annual Report for the financial year ended 31 December 2023 (“**FY2023 Annual Report**”), as follows:

SGX-ST's Query 1: Listing Rule 710A(2) states that an issuer must describe in its annual report its board diversity policy, including the following:

- (a) the issuer's targets to achieve diversity on its board;
- (b) the issuer's accompanying plans and timelines for achieving the targets;
- (c) the issuer's progress towards achieving the targets within the timelines; and
- (d) a description of how the combination of skills, talents, experience and diversity of its directors serves the needs and plans of the issuer.

It is disclosed in the FY2023 Annual Report that, the Managers have adopted the ESR Board Diversity Policy (the “**Policy**”), which has an established framework for setting the Board diversity approach, including measurable objectives to ensure diversity of its composition.

Please disclose the objectives and targets of the Company's board diversity policy, as well as clarify whether and how Listing Rule 710A(2)(a) – (c) have been complied with.

The Company's response:

As disclosed in pages 46 and 47 of the FY2023 Annual Report, the Board has put in place a Board Diversity Policy which endorses the principle that its Board should have a balance of skills, knowledge, experience and diversity of perspectives appropriate to its business so as to mitigate against group think and to ensure that the Group has the opportunity to benefit from all available talents. In reviewing Board composition and succession planning, the NC will consider the benefits of all aspects of diversity, including diversity of background, experience, gender, age and other relevant factors. These differences will be considered in determining the optimum composition of the Board and when possible, should be balanced appropriately.

The main objective of the Board Diversity Policy is to continue to maintain the appropriate balance of perspectives, skills and experience on the Board to support the long-term success of the Group. The NC will continue to review the Board Diversity Policy, as appropriate, to ensure its effectiveness, and will recommend appropriate revisions to the Board for consideration and approval. It will also continue its identification and evaluation of suitable candidates to ensure there is diversity (including gender diversity) on the Board.

The NC will discuss annually the relevant measurable objectives for promoting and achieving diversity on the Board and make its recommendations for consideration and approval by the Board. The objectives may involve at any given time, one or more aspects of board diversity with different timelines for achievement.

DIVERSITY OF THE BOARD

Name of Directors	Independence	Executive	Core Competencies			Gender	
			Accounting and Finance	Legal	Relevant industry knowledge or experience	Male	Female
Mr Koh Kian Kiong		√			√	√	
Ms Maggie Koh		√			√		√
Mr Hoon Tai Meng	√		√	√		√	
Mr Murali Krishna Ramachandra	√			√		√	
Mr Heng Yeow Teck, Malcolm	√		√			√	
Total (%)	60%	40%	40%	40%	40%	80%	20%

The current Board composition reflects the Company's commitment to Board diversity in terms of different professional experiences (40%), skills (40%), knowledge (40%) and gender (20%). The NC together with the Board consider all aspects of diversity is at an optimum balanced composition of the Board.

Given the diverse qualifications, experience, background, gender and profile of the Directors, including the Independent Directors, the NC is of the view that the current Board members as a group provides an appropriate balance and diversity of relevant skills, experience and expertise required for effective management of the Group.

The Board is of the view that the current size, composition, range of experience and the varied expertise of the current Board members provides core competencies in business, investment, industry knowledge, legal, regulatory matters, audit, accounting and tax matters which are necessary to meet the Group's needs. It provides diversity and allows for informed and constructive discussion and effective decision making at the Board meetings.

As such, the Board does not see a need at the moment to change or set specific diversity targets or concrete timelines for achieving on-going board diversity targets. Instead, the Company takes the approach that maintaining a satisfactory level of diversity is an ongoing process which may need to be updated as and when the business of the Group develops.

The Company believes that the Listing Rule 710A(2)(a)-(c) have been complied with.

By order of the Board
Mr Koh Kian Kiong
Executive Chairman and Chief Executive Officer
Date: 26 April 2024

Established in 1974 and listed on the mainboard of the Singapore Stock Exchange in 2000, Federal International (2000) Limited ("**Federal**" and together with its subsidiaries, the "**Group**"), is an integrated service provider and procurement specialist in the oil and gas, and energy industries. The Group's main trading business contributes more than 80% of total turnover. The Group's strategy for sustainable growth of the trading business is through forming strategic partnerships. One such partnership is with PT Gunanusa Utama Fabricators ("**PTG**"). PTG is an established EPCIC contractor and its customers include oil majors such as TOTAL, Petronas, ONGC, Pertamina, Saka Sidayu, and PTTEP. The Group provides procurement services to PTG for the projects secured by PTG.

The Group also specializes in turnkey fire detection, control and suppression projects which includes the design, engineering, supply, installation and testing & commissioning, servicing and maintenance. Over the years, strategic partnerships with leading global fire detection and suppression manufacturers attest to the Group's professionalism and integrity as a reliable fire suppression solution provider.

In addition, the Group has a design and manufacturing facility located in Scotland, the United Kingdom. The facility is American Petroleum Institute (API) Q1, Spec 6D, ISO 9001:2015 and Pressure Equipment Directive 97/23/EC (PED) certified. Products manufactured also meet the Safety Integrity Level (SIL) Qualification independently certified by Exida. The Group also owns a floating, storage and offloading ("**FSO**") vessel through its 30% interest in an associate. The FSO is chartered to PT Pertamina Hulu Energi OSES. The Group has a 1,200 HP American built land drilling rig.

Over the years, Federal is proud to have been awarded ISO certification, an internationally recognised standard that ensures we meet the needs of our clients through an Integrated Management System.