HAI LECK HOLDINGS LIMITED
(Company Registration No. 199804461D)
(Incorporated in the Republic of Singapore)
(the "**Company**")

(A) APPOINTMENT OF LEAD INDEPENDENT DIRECTOR
(B) CHANGES TO THE COMPOSITION OF THE BOARD AND BOARD COMMITTEES

The Board of Directors (the "**Board**") of the Company wishes to announce the following changes to the Board and Board Committees of the Company as follows:

(A) APPOINTMENT OF LEAD INDEPENDENT DIRECTOR

Mr Chua Keng Woon, currently an Independent Director of the Company, Chairman of Nominating Committee and a member of Remuneration Committee and Audit Committee, will be appointed as Lead Independent Director of the Company with effect from 21 May 2024.

Following his appointment, Mr Chua Keng Woon will be appointed as Chairman of Audit Committee of the Company. Mr Chua Keng Woon will also be stepping down as Chairman of Nominating Committee and remain as a member of Nominating Committee.

(B) CHANGES TO THE COMPOSITION OF THE BOARD AND BOARD COMMITTEES

Following the abovementioned changes and with effect from 21 May 2024, Mr Reuben Tan Wei Jer will be appointed as Chairman of Nominating Committee in place of Mr Chua Keng Woon. The composition of the Board and Board Committees will be as follows:

Board of Directors

Cheng Buck Poh @ Chng Bok Poh	(Executive Chairman and Chief Executive Officer)
Cheng Wee Ling	(Executive Director)
Christina Chow Poh Lin	(Executive Director)
Chua Keng Woon	(Lead Independent Director)
Lim Hui Kwan	(Independent Director)
Reuben Tan Wei Jer	(Independent Director)

Audit Committee

Chua Keng Woon	(Chairman)
Lim Hui Kwan	(Member)
Reuben Tan Wei Jer	(Member)

Nominating Committee

Reuben Tan Wei Jer	(Chairman)
Chua Keng Woon	(Member)
Lim Hui Kwan	(Member)

Remuneration Committee

Lim Hui Kwan	(Chairman)
Chua Keng Woon	(Member)
Reuben Tan Wei Jer	(Member)

By Order of the Board

Cheng Buck Poh @ Chng Bok Poh
Executive Chairman and Chief Executive Officer

21 May 2024