

**JADASON ENTERPRISES LTD**  
**(REG. NO. 199003898K)**

**RESPONSE TO QUERY FROM SINGAPORE EXCHANGE REGULATION ON  
THE COMPANY'S ANNUAL REPORT 2021**

The Board of Directors (the “Board”) of Jadason Enterprises Ltd (the “Company”, and together with its subsidiaries, the “Group”) refers to the query raised by Singapore Exchange Regulation (“SGX RegCo”) on 21 April 2022, in respect of the Company’s Annual Report for the financial year ended 31 December 2021 (“Annual Report”).

The Board wishes to provide the following additional information in response to SGX RegCo’s query:

Query

Listing Rule 1207(18B) states that the annual report must contain enough information for a proper understanding of the performance and financial conditions of the issuer and its principal subsidiaries, including an explanation of how the issuer has complied with the following:

- (a) the issuer has designated an independent function to investigate whistleblowing reports made in good faith;
- (b) the issuer ensures that the identity of the whistleblower is kept confidential;
- (c) the issuer discloses its commitment to ensure protection of the whistleblower against detrimental or unfair treatment; and
- (d) the Audit Committee is responsible for oversight and monitoring of whistleblowing.

Please disclose whether and how Listing Rule 1207(18B) has been complied with.

Company’s response

- (a) The Company’s whistleblowing policy, which has been disseminated, provides details of the channels within the Group through which individuals may report any suspected wrongdoing. Individuals should notify the local management of the matter which they suspect may involve anything improper. In situations where individuals are concerned about making the disclosure to the local management, they may notify the Company’s Administration Manager and/or the Chairman of the Audit Committee (“AC”), whose contact details can be found in the policy. All whistleblowing disclosures made will be treated as confidential and will be reported to the AC Chairman.

The person contacted will acknowledge receipt of the disclosure within 3 working days and reply to the whistleblower to discuss the next steps. An investigation

will be carried out as speedily and sensitively as possible in accordance with all laws and regulations;

- (b) As far as reasonably practicable, the confidentiality of the person reporting the suspected wrongdoing will be maintained. There may be circumstances, where, because of the nature of the investigation or disclosure, it is necessary to disclose the identity of the whistleblower. In such circumstances, the Company will inform the whistleblower before such disclosure is made;
- (c) As provided for in the Company's whistleblowing policy, if an individual makes an allegation in good faith, but that allegation is not confirmed by investigation, no action will be taken against the individual. In the event that a whistleblower believes he or she is being victimized by any person within the Group as a result of reporting a concern or assisting in any investigation under the whistleblowing policy, the whistleblower should inform the local General Manager, the Company's Administration Manager or the AC Chairman, and appropriate actions will be taken to protect the whistleblower from any reprisal; and
- (d) As mentioned in the Annual Report, the AC has reviewed the adequacy of the Group's whistleblowing policy and the procedures through which individuals may raise concerns in confidence about possible improprieties in matters of financial reporting or other matters to the AC. All whistleblowing disclosures made will be reported to the AC Chairman, as mentioned in (a) above. The AC also has the power to investigate any matters within its terms of reference (see page 30 of the Annual Report).

By Order of the Board

Tan Kok Yong  
Company Secretary  
25 April 2022