RYOBI KISO HOLDINGS LTD.
(Company Registration No. 200803985D)
(Incorporated in the Republic of Singapore)

RESPONSES TO SGX-ST QUERIES IN RELATION TO THE COMPANY'S ANNUAL REPORT 2015

The Board of Directors of Ryobi Kiso Holdings Ltd. (the "Company") is pleased to provide the following responses to SGX-ST Queries of 19 October 2015 in relation to the Company's Annual Report 2015:

Question 1:

Guideline 9.3 of the Code states that the Company should disclose in aggregate the total remuneration paid to the top five key management personnel (who are not directors or the CEO). As the Company is required under Listing Rule 1207(12) to make disclosure as recommended in the Code or otherwise disclose and explain any deviation from the recommendation, please disclose the aggregate remuneration of the top five key management personnel (who are not directors or the CEO) or otherwise explain the reason(s) for the deviation from the recommendation.

Response:

As mentioned on page 32 of the Annual Report 2015, the Company had explained that the Board believes that the disclosure of the said remuneration disclosure requirements for the top five key management personnel (who are not directors or the CEO) as stipulated under Guideline 9.3 of the Code is disadvantageous to the Group's business interests, given the highly competitive industry conditions, where poaching of key management personnel is prevalent.

Question 2:

Guideline 9.4 of the Code states that the annual remuneration report should disclose the details of the remuneration of employees who are immediate family members of a director or the CEO, and whose remuneration exceeds S$50,000 during the year. This will be done on a named basis with clear indication of the employee's relationship with the relevant director or the CEO. Disclosure of remuneration should be in incremental bands of S$50,000. Please disclose the remuneration of Mr Ong Yee Khong in bands of $50,000.

Response:

Name of immediate family member	Family Relationship	Remuneration Band	Salary	Bonus	Other Benefits	Director's fee	Total
			%	%	%	%	%
Ong Yee Khong (a director of subsidiary corporations: Ryobi Machinery Pte Ltd and Ryobi Plant Engineering Pte Ltd)	Brother of Mr Ong Tiong Siew (Chief Executive Officer and Executive Director) and Mr Ong Teng Choon (Executive Director)	Above $150,000 and below $200,000	65.9	12.9	10.1	11.1	100

BY ORDER OF THE BOARD

Ong Tiong Siew
Chief Executive Officer and Executive Director
20 October 2015