



KOH BROTHERS GROUP LIMITED
(Company Registration No. 199400775D)

RESPONSE TO A QUERY RAISED ON THE COMPANY'S ANNUAL REPORT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

The Board of Directors (the "Board") of Koh Brothers Group Limited (the "Company", and together with its subsidiaries, the "Group") wishes to announce the following in response to the query raised by the Singapore Exchange Securities Trading Limited ("SGX-ST") on 20 April 2023 in relation to the Company's Annual Report for the financial year ended 31 December 2022. All capitalised terms used in this announcement shall bear the meaning as ascribed to them in the Annual Report.

SGX-ST'S QUERY

We refer to the Company's announcement dated 10 April 2023 regarding its FY2022 annual report.

Please provide information on the following in an announcement to be released via SGXNET by 24 April 2023. In your announcement, please disclose our question and your corresponding answer to enable investors to understand the matters raised by the Exchange.

- 1) In accordance with Listing Rule 710A(2), the Company is required to disclose, inter alia, the following in relation to its board diversity policy:
 - a. the Company's targets to achieve diversity on its board;
 - b. the Company's accompany plans and timelines for achieving the targets; and
 - c. the Company's progress towards achieving its targets within the timelines.

We note that the Company has not disclosed the above in its annual report. Please disclose accordingly.

THE COMPANY'S RESPONSE TO SGX-ST'S QUERY

As disclosed in the Company's Report of Corporate Governance for FY2022, diversity of the Board's composition includes but is not limited to, business skills; industry experience, gender, age and ethnicity. The Company recognises that a diverse Board will assist the Company to carry out its duties effectively while promoting good corporate governance. The Nominating Committee ("NC") is striving for the inclusion of diverse groups and the final decision on any selection of directors will be based on merit against objective criteria set and while taking into consideration the benefits diversity will bring to the Board. All Board appointments are also targeted to reflect the diverse nature of the business environment in which the Group operates.

The Board comprises of Directors who possess the core competencies, experience and financial, legal and industry knowledge that are critical to the Group's businesses. The Board, in concurrence with the NC, is satisfied that the Board has the appropriate mix of expertise and experience, and collectively possesses the necessary core competencies to lead and govern the Group effectively to enable balanced and well-considered decisions to be made.

The Board will make good use of such diversity among individuals in determining the composition of the Board. Diversity in the composition of the Board will allow the company to draw on diversified skill sets, experience, backgrounds and perspectives, which can be expected to deliver a range of following benefits. In order to achieve its diversity goals, the Board undertakes to set measurable objectives to achieve gender diversity. The NC shall endeavour to ensure that female candidates are included for consideration when identifying candidates to be appointed to the Board. Currently, the Board has 2 female Directors on its Board.

The NC and the Board recognise that skill-set and core competencies required of the Board may change over time as the Group's businesses develop. Hence, any progress made achieving diversity targets will be disclosed in our Corporate Governance Report, as and when appropriate moving forward.

By Order of the Board

Koh Keng Siang
Managing Director and Group CEO

24 April 2023