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## RESPONSE TO QUERIES FROM THE SINGAPORE EXCHANGE REGULATION (“SGX REGCO”) ON THE ANNUAL REPORT OF LOW KENG HUAT (SINGAPORE) LIMITED

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Low Keng Huat (Singapore) Limited (the “Company” or “LKHS”) refers to the following queries raised by The Singapore Exchange Regulation (“SGX RegCo”) on 29 May 2023 relating to the Company’s annual report for the financial year ended 31 January 2023 (“AR2023”) published on 11 May 2023.

### SGX RegCo’s Queries

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 the 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 serve the needs and plans of the issuer. Please disclose (i) the Company’s board diversity policy addressing gender, skills and experience, and any other relevant aspects of diversity; (ii) the Company’s specific targets for its board diversity policy; (iii) accompanying plans and timelines; (iv) its progress towards achieving targets within the timelines; as well as (v) how the combination of skills, talents, experience and diversity of its directors serve the needs and plans of the Company, as required under Rule 710A(2).

### LKHS’s Response

LKHS maintains a board diversity policy that recognizes and embraces the importance and benefits of having a diverse Board, based on the needs and demands of LKHS group’s business, and that diversity is an important attribute of a well-functioning and effective Board. The Nominating Committee of LKHS is responsible for the review and assessment of the composition and effectiveness of the Board and makes recommendations to the Board on the appointment of new directors.

The Board comprises eight Directors with diverse professional backgrounds, details as set out on pages 17 to 20 of the AR2023. The Board regularly reviews its size and composition to determine its appropriateness and effectiveness, considering the nature and scope of the operations of the Company, and the requirements of the business.

The Board considers the gender, skills and experience, age, ethnicity, as well as educational background of its members, as it believes that a diverse Board can result in better quality decisions. The Company considers the merits of each candidate in its Board renewal process, regardless of gender and ethnicity. It also considers the overall balance and effectiveness of the Board.

The Board has reviewed its existing composition and size and is satisfied that the targeted composition and size has been achieved. The current Board members bring with them invaluable experience and collective core competencies such as finance, law, business, management skills, as well as industry expertise. The Board is of the opinion that it has achieved a good diversity of skills and experience for the effective functioning of the Board.

BY ORDER OF THE BOARD

Alvin Tan Teck Loon  
Company Secretary  
30 May 2023