
RESPONSE TO QUERIES FROM SGX-ST

The board of directors (the “**Board**”) of Enviro-Hub Holdings Ltd. (the “**Company**”, together with its subsidiaries, the “**Group**”) refers to the queries raised by the Singapore Exchange Securities Trading Limited (“SGX-ST”) on 4 September 2023 in relation to the announcement on CPIB investigation and the Company’s response of 6 September 2023, as follows: -

Please disclose:

- (i) a description of the Relevant Person’s role as the General Manager of HLS;
- (ii) whether any other employees of the Group are being investigated;
- (iii) whether there were any restrictions or conditions imposed by CPIB.

Company's Response:

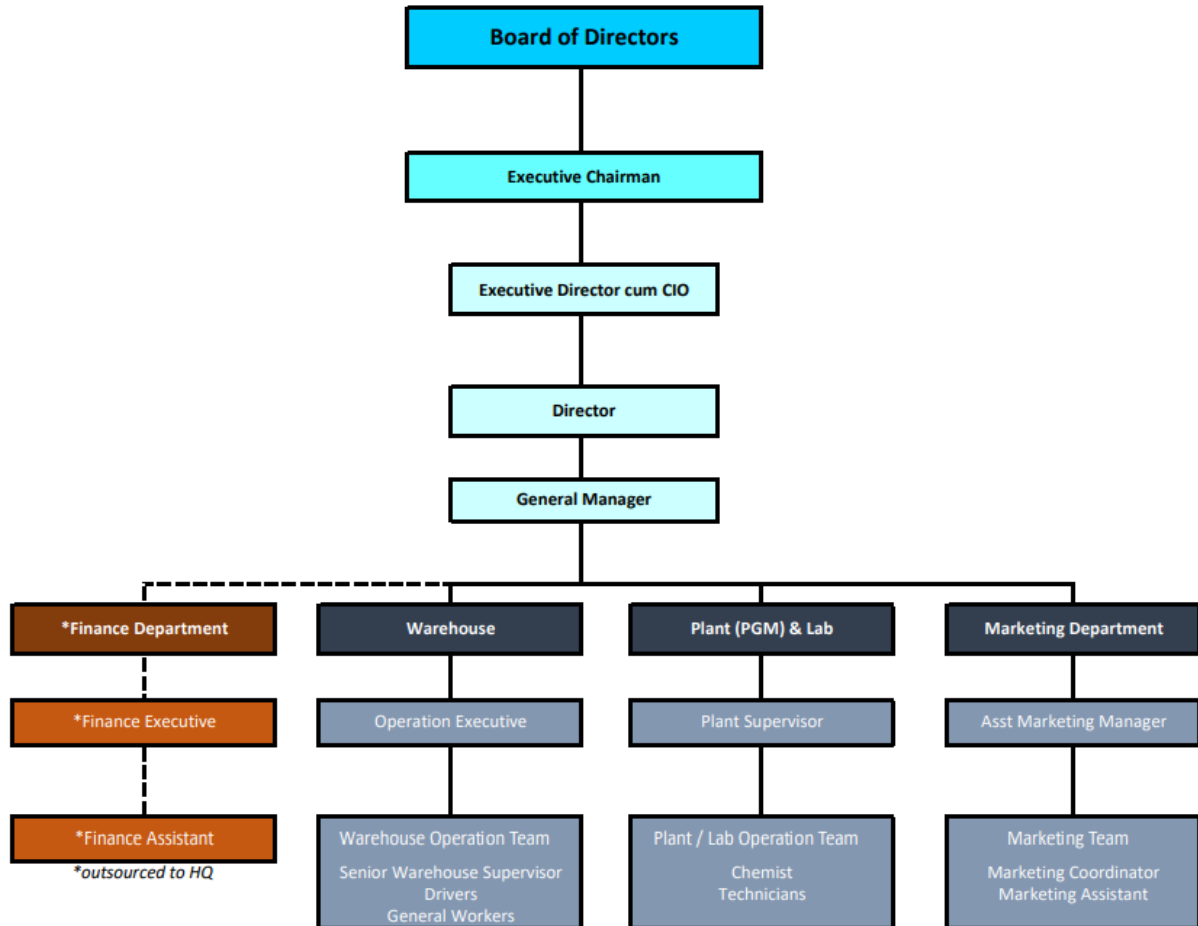
- (i) As the General Manager of HLS, the Relevant Person is responsible for the following responsibilities, including but not limited to:
 - Develop and manage sales and marketing strategies;
 - Prospect potential customers and facilitate the sales;
 - Oversee and manage daily marketing activities;
 - Lead annual budgeting activities. Review sales and financial reports to assess and monitor department productivity and conduct performance analysis to monitor activity levels.
 - Establish operating controls to ensure the outputs meet customer and market specifications;
 - Set department goals and objectives;
 - Hire and plan for new staff for the department and conduct periodic performance reviews, etc.

With reference to Appendix 1, the Relevant Person is mainly responsible for overseeing the “Marketing Department”. The Director of HLS, is primarily responsible for overseeing “Warehouse” and “Plant (PGM) & Lab”. The Finance function has been outsourced to the Finance Department at Head Office level, specifically to Enviro-Hub Holdings Ltd.

The Relevant Person submitted a resignation letter on 4 September 2023 with immediate effect which was duly accepted by the Group Human Resources on 5 September 2023.

Appendix 1:

HLS Environmental Pte Ltd



(ii) The Group has acted swiftly in response to recent developments. Prior to 4 September 2023, the Board of Directors established an investigation committee to conduct an internal inquiry into the details surrounding the CPIB interview. On 4 September 2023, this investigation committee conducted interviews with the Relevant Person and various departments, including Marketing and Finance. As of today, both the Board and the investigation committee have determined that the CPIB investigation primarily pertains to the Relevant Person's personal matters. Furthermore, we wish to clarify that neither the Board nor the investigation committee has knowledge of any other employees within the Group undergoing investigation by CPIB in recent times.

(iii) On 4 September 2023, the Relevant Person presented a 'Bond and Bail Bond' ('Bond') to the investigation committee, which she had previously signed on 31 August 2023. As per the terms specified in the Bond, the Relevant Person has committed to the following obligations:

- Attending the CPIB on 28 September 2023.
- Surrendering any travel documents in her possession.
- Cooperating with authorities, including surrendering to custody, participating in investigations, and attending court as required.
- Abstaining from committing any offenses while on bail or personal bond.
- Avoiding interference with witnesses or any actions that obstruct the course of justice, whether concerning her own case or others.
- Ensuring that the surety offered by the Relevant Person is not a co-accused in her current arrest case.
- Seeking permission from the CPIB Investigation Officer before leaving Singapore.

BY ORDER OF THE BOARD

Raymond Ng
Executive Chairman
8 September 2023