

**SYNAGIE CORPORATION LTD.**  
(Incorporated in Singapore)  
(Company Registration No. 201717972D)

**RESPONSE TO QUERIES FROM SGX-ST ON  
THE CESSATION OF THE GROUP FINANCIAL CONTROLLER**

*Unless otherwise defined, all capitalised terms used herein shall bear the same meanings ascribed to them in the Company's announcement dated 30 September 2019 in relation to the cessation of the Group Financial Controller.*

The Board of Directors (the "**Board**") of Synagie (the "**Company**") and together with its subsidiary, the "**Group**") refers to the Company's announcements on 30 September 2019 in relation to the cessation of Ms Jenny Tay Lee Wee ("**Ms Tay**") as Group Financial Controller of the Company. The Company's responses to the queries received from the Singapore Exchange Regulation ("**SGX-ST**") on 4 October 2019 are set out below.

	<b>SGX-ST's queries dated 4 Oct 2019</b>	<b>Responses</b>
1	When was the sponsor aware of Ms Tay's resignation?	<p>Ms Tay informed the Sponsor on 20 September 2019 that, subject to the CEO's approval, her last day of service would be 30 September 2019. The Sponsor conducted the exit interview with Ms Tay on 24 September 2019 and noted that although she had resigned on 1 August 2019, it was still subject to the Company's CEO and Board's approval.</p> <p>The Sponsor was subsequently notified on 26 September 2019 that the CEO accepted Ms Tay's resignation on 26 September 2019 and Ms Tay confirmed that her last day of service would remain unchanged i.e. 30 September 2019.</p>
2	It was stated that Ms Tay served 2 months' notice. When did she tender her resignation? When did the Board and Ms Tay reach an agreement on her last day of service?	<p>Ms Tay tendered her resignation on 1 August 2019 with the understanding that her last day of service would be 30 September 2019 upon expiry of the two (2) months' notice period per her employment contract.</p> <p>The Company's CEO and Ms Tay reached a consensus on 26 September 2019 that her last day of service would be 30 September 2019. The Board was notified and updated accordingly; following which the Board approved the cessation of Ms Tay on 30 September 2019.</p>
3	Why was the announcement of Ms Tay's resignation only made on her last day of service (30 Sept 2019)?	<p>Although Ms Tay tendered her resignation on 1 August 2019, the Company was in discussion with Ms Tay and Mr John Cai ("<b>Mr Cai</b>"), who had joined the finance team of the Company on 22 July 2019, to ensure that Mr Cai would be able to assume the role of Ms Tay and that a smooth transition can be managed. The Company had also granted Ms Tay with flexible work arrangements with the intention of persuading her to continue with the Company.</p>

	SGX-ST's queries dated 4 Oct 2019	Responses
		<p>The Board and the Sponsor was notified of such arrangements accordingly.</p> <p>Upon being assured of the smooth transition and that Ms Tay still did not agree to continue, the CEO accepted her resignation on 26 September 2019 with her last day of service being 30 September 2019 and Mr Cai to take over her role formally with effect from 30 September 2019.</p> <p>The Company, thereafter, prepared the necessary documentations to effect the above mentioned changes, including the relevant announcements and notified and updated the Board. The Board reviewed and approved the cessation of Ms Tay on 30 September 2019.</p>
4	<p>Synagie was listed in August 2018. Ms Tay was appointed in July 2018. Given the short period of her tenure, as well as the time from IPO to her cessation, please explain if the departure of Ms Tay is consistent with the sponsor's understanding? If not, is the sponsor satisfied with the reasons for Ms Tay's resignation and that there are no other reasons?</p>	<p>Although Ms Tay was appointed as the Group Financial Controller in July 2018, she was part of the finance team of the Group since September 2017.</p> <p>During the interview conducted with Ms Tay on 24 September 2019, the Sponsor noted that Ms Tay's resignation as the Group Financial Controller was due to her personal commitments and intentions to spend time with her family. The Sponsor also noted that the Company had granted Ms Tay with flexible work arrangements to help her cope and with the intention of persuading her to stay with the Company.</p> <p>Accordingly, the Sponsor noted that there were no other reasons for Ms Tay's resignation.</p>
5	<p>Are there concerns or other material information to be brought to the attention of investors, shareholders and the Exchange?</p>	<p>Save as disclosed above and the cessation announcement on 30 September 2019, there are no other concerns or material information that the Company would like to bring to the attention of investors, shareholders and the Exchange.</p>

**By order of the Board**

Clement Lee Shieh-Peen  
Executive Director and Chief Executive Officer

7 October 2019

---

*This announcement has been prepared by the Company and its contents have been reviewed by the Company's sponsor, RHT Capital Pte. Ltd. (the "Sponsor"), for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited (the "SGX-ST"). The Sponsor has not independently verified the contents of this announcement.*

*This announcement has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this announcement, including the correctness of any of the statements or opinions made or reports contained in this announcement.*

*The details of the contact person for the Sponsor are: -*

*Name: Mr Khong Choun Mun (Registered Professional, RHT Capital Pte. Ltd.)*

*Address: 9 Raffles Place, #29-01 Republic Plaza Tower 1, Singapore 048619*

*Tel: 6381 6757*