



DUTECH HOLDINGS LIMITED

(Incorporated in the Republic of Singapore)

Registration No. 200616359C

RESPONSE TO SGX QUERY REGARDING ANNUAL REPORT 2014

The Board of Directors of Dutech Holdings Limited (the "Company") refers to the query raised by the Singapore Exchange Securities Trading Limited (the "SGX-ST") in relation to the Company's Annual Report for the financial year ended 31 December 2014 ("Annual Report").

SGX-ST's Query:

Guideline 9.3 of the Code of Corporate Governance 2012 (the "Code") states that the Company should name and disclose the remuneration of at least the top five key management personnel (who are not directors or the CEO) in bands of S\$250,000. Companies need only show the applicable bands. There should be a breakdown (in percentage or dollar terms) of each key management personnel's remuneration earned through base/fixed salary, variable or performance-related income/bonuses, benefits in kind, stock options granted, share-based incentives and awards, and other long term incentives. In addition, 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 required under Listing Rule 1207(12) of the Listing Manual, please make disclosure as recommended in the Code; or otherwise disclose and explain any deviation from the recommendation.

Company's Response:

The Company has in its Annual Report disclosed the names and remuneration of the top five key management personnel (who are not directors or the CEO) in bands of S\$250,000 and also provided a breakdown in percentage terms. The Company however, taking note of the competitive pressures in the industry and talent market, has decided not to disclose in the Annual Report the aggregate remuneration paid to the top five key management personnel (who are not directors or the CEO). The Board believes that such confidential and sensitive information could be exploited by competitors given the increasingly competitive talent market today. The Company is of the view that the remuneration information disclosed in the Annual Report is adequate for shareholders to appreciate the Company's compensation policies and practices in respect of the Company's key management personnel.

By Order Of the Board

Lim Ka Bee

Company Secretary

28 April 2015