



## **MUN SIONG ENGINEERING LIMITED**

(Incorporated in Singapore)  
(Company Registration No 196900250M)  
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### **ADDITIONAL DISCLOSURE ON THE ANNUAL REPORT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022 – BOARD DIVERSITY**

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The Board of Directors (the “**Board**”) of Mun Siong Engineering Limited (the “**Company**”) refers to the announcement released by the Company of its Annual Report for the financial year ended 31 December 2022 (“**FY2022**”) to the Singapore Exchange Securities Trading Limited (the “**SGX-ST**”) on 5 April 2023.

The Board wishes to provide additional information in response to the SGX-ST’s query as follows:-

**Query 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.

#### **Company’s response to SGX Query.**

In accordance with Rule 710A of the Listing Rule, the Board sets qualitative and measurable quantitative targets (where appropriate) for achieving board diversity. The Nominating committee (“**NC**”), on an annual basis, reviews its progress towards achieving such targets.

With reference to pages 20 and 21 of the Annual Report FY2022, please see below the board diversity targets and the progress for FY2022:-

Board Diversity Targets and Progress in FY2022 (As at 31 December 2022)	
Targets	Progress
(1) The majority of the Board members are to be independent.	<p>Currently, the Board of Directors comprises of 5 members of which three of them are Non-Executive Independent Directors. With more than half of the Board members are independent directors, the target has been achieved.</p> <p>Please refer to page 18 of the Annual Report.</p>
(2) To bring female representation on the Board to 25% by 2025 and 30% by 2030. This is in line with the recommendations made by the Singapore Council for Board Diversity.	<p>As at 31 December 2022, the Company has 40% female representation on its Board. The target has been achieved.</p> <p>Please refer to page 21 of the Annual Report.</p>
(3) Maintain age diversity with Directors' age ranging from below 50s to below 70s with majority of the Directors in the 60 to 70 range.	<p>Please refer to table Director's Age Group on page 21 of the Annual Report.</p> <p>The Board has continued to maintain this Target.</p>
(4) Achieving a balance of skill set on the Board to achieve the Company's strategic objectives	<p>The Company has in place a skill matrix to help the NC and the Board identify gaps in the Board. The broad categories in the skill matrix are (i) industry knowledge (ii) management expertise and (iii) professional skills (eg finance/accounting, risk management, legal and corporate finance/mergers and acquisitions etc).</p> <p>The NC and the Board had reviewed the skill matrix and are satisfied that the current Board members have the appropriate skill set to lead and govern the Group effectively.</p> <p>Please refer to the Board of Directors' profile (pages 10 to 11) and page 40 of the Annual Report for their skills and experience.</p>

The NC and the Board are of the view that there is an appropriate balance and diversity of skills within the current Board members, in terms of industry knowledge, skills, background, experience, professional qualifications, age and gender, in order to meet the needs of the Group.

**By order of the Board**

Cheng Woei Fen  
Executive Chairlady  
17 April 2023