UOL Group Limited
华业集团有限公司

(Incorporated in Singapore)
(Company Reg. No. 196300438C)

RESPONSE TO QUERIES RAISED BY SGX REGCO ON ANNUAL REPORT 2021

In response to queries raised by SGX RegCo on the Annual Report for the financial year ended 31 December 2021, the Company wishes to clarify as follows:-

SGX RegCo's Query (1)

We refer to the Company's annual report for the financial year ended 31 December 2021. The Company's whistle-blowing policy does not address Listing Rule 1207(18B)(c) which requires the Company to disclose how its whistle-blowing policy commits to ensuring protection of the whistleblower against detrimental or unfair treatment. Please disclose accordingly.

Company's Response

The Company's whistle-blowing policy contains clear provisions on protection for whistle-blowers.

Under the Company's whistle-blowing policy, the Company will take all necessary measures to ensure that the whistle-blower's identity will be kept confidential unless required by the court or other regulatory authorities make disclosure of the identity. The Company does not tolerate victimisation of the whistle-blower or any employee who may be involved as witnesses to any investigation or allow any whistle-blower or witness to be subject to any reprisal. Disciplinary action will be taken against employees who victimise or take any form of reprisal against the whistle-blower or witnesses and in appropriate cases, the relevant employees may be dismissed. The Company will take all necessary steps to ensure that the employment of the whistle-blower will be protected even if the report proves to be unfounded, provided the report was made in good faith.

SGX RegCo's Query (2)

In the Company's interested person transactions ("**IPT**") section, there is no indication of whether the Company had obtained an IPT mandate for the year pursuant to Rule 920 of the Listing Manual or whether it had conducted any IPT under such mandate. Please clarify accordingly.

Company's Response

The Company does not have any IPT mandate from shareholders pursuant to Rule 920 of the Listing Manual.

Submitted by Yeong Sien Seu, Company Secretary on 14 April 2022 to the SGX.