
UPDATE REGARDING NOTICE OF CLAIM FROM FORMER EMPLOYEES

The Board of Directors (the “**Board**”) of **Asiaphos Limited** (the “**Company**”) refers to the announcements dated 8 March 2019, 4 July 2019, 8 August 2019, 4 September 2019, 16 October 2019, 31 October 2019, 8 November 2019 and 12 December 2019 regarding the Company’s wholly-owned subsidiary, Sichuan Mianzhu Norwest Phosphate Chemical Co., Ltd. (“**Mianzhu Norwest**”) and would like to provide an update. Mianzhu Norwest received a notice of claim (the “**Notice of Claim**”) issued by the Mianzhu Municipal People’s Court, which was filed by 20 former employees of Mianzhu Norwest who had resigned sometime in 2018. The claimants were claiming severance pay amounting to RMB1.844 million (approximately S\$0.373 million). Mianzhu Norwest attended the court hearing on 29 July 2019 and 6 August 2019.

On 4 September 2019, the Company received notification that the claim by the 20 former employees claim against Mianzhu Norwest has been dismissed, pursuant to the hearing in the Mianzhu Municipal People’s Court and follow-up Mediation.

However, the plaintiffs reserved the right to appeal the decision, via the Deyang Intermediate Court. Mianzhu Municipal People’s Court notified Mianzhu Norwest that an appeal had been issued by the ex-employees and that, if Deyang Intermediate Court accepted the appeal, then Mianzhu Norwest may receive a follow-up Notice of Claim.

On 16 October 2019, the Company’s wholly-owned subsidiary, Mianzhu Norwest received a notice of claim (“**16 October claim**”) issued by Deyang Intermediate Court. This was filed by 12 out of 20 former employees of Mianzhu Norwest who had resigned sometime in 2018. Mianzhu Norwest attended the court hearing on 16 October but no judgement has been made at the hearing.

On 25 October 2019, the Company’s wholly-owned subsidiary, Mianzhu Norwest received another notice of claim (“**25 October claim**”) issued by Mianzhu Municipal People’s Court. This was filed by 20 former employees of Mianzhu Norwest who had resigned sometime in 2018 and the amount claimed is RMB 0.87 million.

On 7 November 2019, the Company received notification that 11 out of 12 former employees’ 16 October claim have been voluntarily withdrawn.

On 11 December 2019, the Company received notification relating the announcement dated 16 October 2019, the 12th former employee claim against Mianzhu Norwest has been dismissed pursuant to the hearing in the Deyang Intermediate Court.

UPDATE REGARDING THE 25 OCTOBER 2019 CLAIM

With reference to the above-mentioned 25 October 2019 claim: On 18 December 2019, the Company received notification from our lawyers that the last of the 20 former employees’ claim against Mianzhu Norwest have been voluntarily withdrawn.

On 19 December 2019, Mianzhu Norwest received another notice of claim issued by Mianzhu Labour Dispute Arbitration Committee. This was filed by the same 20 former employees of Mianzhu Norwest who had resigned sometime in 2018 and the amount claimed is RMB 0.29 million. We have sought advice from China legal counsel, who have opined that if the applicant has no new evidence, the case may be rejected by the arbitration commission, but noted that it is in Mianzhu Norwest’s interest to remain actively involved in any formal hearing regarding this matter.



Further announcements will be made by the Company and the Board via SGXNET as and when there are any material developments in relation to the above legal proceedings in compliance with the Catalyst Rules of the SGX-ST.

Shareholders are advised to read this announcement and any further announcements by the Company carefully. Shareholders are advised to refrain from taking any action in respect of their securities in the Company which may be prejudicial to their interests, and to exercise caution when dealing in the securities of the Company. In the event of any doubt, shareholders should consult their stockbrokers, bank managers, solicitors, accountants or other professional advisers.

BY ORDER OF THE BOARD

Dr. Ong Hian Eng

Executive Director
AsiaPhos Limited

20 December 2019

This announcement has been prepared by the Company and its contents have been reviewed by the Company's sponsor ("Sponsor"), Asian Corporate Advisors Pte. Ltd., for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited ("Exchange"). The Company's Sponsor has not independently verified the contents of this announcement including the correctness of any of the figures used, statements or opinions made.

This announcement has not been examined or approved by the Exchange and the Exchange 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.

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