

AMOS GROUP LIMITED
(the "Company")
(Company Registration No. 201004068M)
(Incorporated in the Republic of Singapore)

RESPONSES TO QUERIES RAISED BY THE SINGAPORE EXCHANGE SECURITIES TRADING LIMITED (SGX-ST) ON 28 AUGUST 2020 WITH RESPECT TO THE COMPANY'S ANNOUNCEMENT ON 11 AUGUST 2020 ON ITS ANNOUNCEMENT IN RELATION TO FY2020 ANNUAL REPORT ("FY2020")

The Board of Directors ("**Board**") of Amos Group Limited (the "**Company**" and together with its subsidiaries, the "**Group**") wishes to announce the following:-

Response to Queries

The Company would like to respond to the following queries raised by the SGX-ST on 28 August 2020 with respect to the Company's announcement on 11 August 2020 on its announcement in relation to the Company's FY2020 Annual Report ("**FY2020**"). Unless otherwise defined herein, terms defined in such announcement shall have the same definitions herein.

Listing Rule 710 requires issuers to explicitly state, when deviating from the provisions prescribed in the Code of Corporate Governance 2018 (the "Code"), an explanation on how the practices it had adopted are consistent with the intent of the relevant principle. We note that the Company had not complied with:-

- (i) Provision 8.1(a) of the Code with regards to the disclosure of remuneration of each individual director and CEO,
- (ii) Provision 8.1(b) of the Code with regards to the disclosure of the aggregate total remuneration paid to key management personnel, and there were no explanations were provided for in your FY2019 annual report on how the Company has been consistent with the intent of Principle 8 of the Code. Please clarify how the practices the Company had adopted are consistent with the intent of Principle 8 of the Code, which requires transparency on the Company's remuneration policies, level and mix of remuneration, the procedure for setting remuneration and the relationships between remuneration, performance and value creation.

The Company's response:

The Company had disclosed on pages 33 and 34 of its FY2020 Annual Report its reasons for deviating from Provision 8.1 of the Code and how the practices adopted are consistent with the intent of Principle 8 of the Code, as follows:-

The remuneration of the Directors and key management personnel are set out in incremental bands of S\$250,000. Although Provision 8.1(a) of the Code recommends that companies fully disclose the name and remuneration of each Director and the CEO, the Board is of the opinion that it is not in the best interest of the Company to disclose the exact details of their remuneration due to the competitive pressures in the market. As such, the Board has elected not to fully disclose the remuneration of each individual Director and the CEO.

Further, the Company has entered into separate letter of appointments with all the appointed Directors. Mr Kyle Arnold Shaw, Jr, the Executive Director had volunteered to receive Director's fee instead of salary. Directors' fees are recommended by the Board for shareholders' approval at the Company's AGM.

Principle 8.1(b) of the Code recommends that companies disclose the name and remuneration of at least the top five key management personnel (who are not Directors or the CEO) in bands of S\$250,000. As best practice, companies are encouraged to fully disclose the remuneration of the said top five key management personnel. In addition, companies should also disclose the aggregate of the total remuneration paid or payable to the top five key management personnel (who are not Directors and the CEO).

The Board is of the opinion that it is not in the best interest of the Company to disclose the exact details of their remuneration due to the competitiveness of the market for key talent. As such, the Board has deviated from complying with the above recommendation. The Board only partially complies with the above recommendation by providing a breakdown showing the level and mix of remuneration of each of the top five key management personnel (who are not Director or the CEO) in bands of S\$250,000 for FY2020.

The Board believes that the remuneration information disclosed in page 34 of the FY2020 Annual Report is sufficient for shareholders to have an adequate appreciation of the remuneration of the Directors, Group CEO and top key management personnel.

The Board also believes that there is sufficient transparency on the Company's remuneration policies, level and mix of remuneration, the procedure for setting remuneration and the relationships between remuneration, performance and value creation are consistent with the intent of Principle 8.

By Order of the Board

Kyle Arnold Shaw, Jr.
Executive Chairman
31 August 2020