



PNE INDUSTRIES LTD

(Company registration no. 199905792R)

Full Year Financial Statement And Dividend Announcement

PART I - INFORMATION REQUIRED FOR ANNOUNCEMENTS OF QUARTERLY (Q1, Q2 & Q3), HALF-YEAR AND FULL YEAR RESULTS

- 1(a) **An income statement and statement of comprehensive income, or a statement of comprehensive income, for the group, together with a comparative statement for the corresponding period of the immediately preceding financial year**

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 SEPTEMBER

	Group		
	30-9-2016 \$ '000	30-9-2015 \$ '000	+ / (-) %
<u>Continuing operations</u>			
Revenue	73,040	74,047	-1.4%
Cost of sales	(50,805)	(54,613)	-7.0%
Gross profit	22,235	19,434	14.4%
Other income	7,674	4,124	86.1%
Distribution costs	(2,067)	(2,201)	-6.1%
Administrative expenses	(9,735)	(9,412)	3.4%
Other operating expenses	(559)	(835)	-33.1%
Share of results of associate	164	154	6.5%
Profit before tax	17,712	11,264	57.2%
Income tax expense	(2,173)	(1,713)	26.9%
Profit for the year from continuing operations	15,539	9,551	62.7%
<u>Discontinued operation</u>			
Profit (Loss) for the year from discontinued operation	634	(2,335)	-127.2%
Profit for the year	16,173	7,216	124.1%
<u>Other comprehensive income:</u>			
<u>Items that may be reclassified subsequently to profit or loss:</u>			
Realisation of translation reserves transferred to profit and loss account upon disposal of subsidiary	(127)	0	na
Exchange difference arising on translation of foreign operations	(417)	(2,270)	-93.4%
Change in fair value of available-for-sale investments	31	129	-76.0%
Other comprehensive loss for the year, net of tax	(513)	(2,141)	
Total comprehensive income for the year	15,660	5,075	208.6%

Note:

In addition to the charges and credits disclosed above, the following items have also been credited (charged) to the statement of comprehensive income:

		Group	
		30-9-2016	30-9-2015
		\$ '000	\$ '000
(A)	Investment income	0	0
(B)(i)	Other income - interest income	272	166
(B)(ii)	- gain on disposal of subsidiary	6,732	0
(B)(iii)	- others	466	217
(C)	Interest on borrowings	0	0
(D)	Depreciation and amortisation	(834)	(1,038)
(E)	Writeback of doubtful debts and bad debts written off	820	131
(F)	(Allowance for) Writeback of inventory obsolescence	(68)	167
(G)	Impairment in value of available-for-sale investments	0	(829)
(H)	Foreign exchange (loss) gain	(407)	3,601
(I)	Adjustment for (under) over provision of tax in respect of prior years	(133)	27
(J)	(Loss) Gain on disposal of investments, properties, and/or plant and equipment	(11)	180
(K)	Impairment reversal (loss) on plant and equipment	8	(2)

1(b)(i) A statement of financial position (for the issuer and group), together with a comparative statement as at the end of the immediately preceding financial year

STATEMENTS OF FINANCIAL POSITION

	Group		Company	
	30-9-2016 \$ '000	30-9-2015 \$ '000	30-9-2016 \$ '000	30-9-2015 \$ '000
ASSETS				
Current assets:				
Cash and bank balances	44,103	28,188	26,350	904
Trade receivables	26,276	27,764	116	109
Other receivables and prepayments	973	1,063	233	11,710
Inventories	14,509	13,381	0	0
	85,861	70,396	26,699	12,723
Assets classified as held for sale	0	4,900	0	11,396
Total current assets	85,861	75,296	26,699	24,119
Non-current assets:				
Property, plant and equipment	6,405	6,118	0	0
Investment in subsidiaries	0	0	19,514	19,514
Investment in associate	716	568	0	0
Available-for-sale investment	3,117	3,086	3,117	3,086
Deferred tax assets	353	331	0	0
Total non-current assets	10,591	10,103	22,631	22,600
Total assets	96,452	85,399	49,330	46,719
LIABILITIES AND EQUITY				
Current liabilities:				
Trade payables	11,799	10,681	40	44
Other payables	2,394	2,346	786	580
Income tax payable	1,306	990	11	14
	15,499	14,017	837	638
Liabilities associated with assets classified as held for sale	0	257	0	0
Total current liabilities	15,499	14,274	837	638
Non-current liability:				
Deferred tax liabilities	55	13	0	0
Total non-current liabilities	55	13	0	0
Capital and reserves:				
Share capital	36,991	36,991	36,991	36,991
Currency translation deficit	(6,521)	(5,977)	0	0
Capital reserve	303	115	0	0
Investment revaluation reserve	31	0	31	0
Accumulated profits	50,094	39,983	11,471	9,090
Equity attributable to equity holders of the Company, representing total equity	80,898	71,112	48,493	46,081
Total liabilities and equity	96,452	85,399	49,330	46,719

1(b)(ii) Aggregate amount of group's borrowings and debt securities**Amount repayable in one year or less, or on demand**

As at September 30, 2016		As at September 30, 2015	
Secured	Unsecured	Secured	Unsecured
Nil	Nil	Nil	Nil

Amount repayable after one year

As at September 30, 2016		As at September 30, 2015	
Secured	Unsecured	Secured	Unsecured
Nil	Nil	Nil	Nil

Details of any collateral

Approximately \$169,000 (2015: \$258,000) of the Group's fixed deposits is pledged to a bank in return for bank guarantees issued to third parties.

1(c) A statement of cash flows (for the group), together with a comparative statement for the corresponding period of the immediately preceding financial year**CONSOLIDATED STATEMENT OF CASH FLOWS**

Period ended:	<u>30-9-2016</u>	<u>30-9-2015</u>
	<u>\$' 000</u>	<u>\$' 000</u>
Operating activities:		
Profit before income tax		
Profit before tax from continuing operations	17,712	11,264
Profit (Loss) before tax from discontinued operation	634	(2,335)
Adjustments for:		
Share of results of associate	(164)	(154)
Depreciation expense	834	1,038
(Reversal of) Impairment loss on property, plant and equipment	(8)	2
Interest income	(272)	(166)
(Loss) Gain on disposal of property, plant and equipment	11	(180)
Property, plant and equipment written off	84	44
Impairment of available-for-sale investment	0	829
Gain on disposal of subsidiary	(6,732)	0
Reversal of allowance for doubtful trade receivables	(820)	(131)
Allowance for (reversal of) inventory obsolescence	68	(167)
Operating profit before movements in working capital	11,347	10,044
Trade receivables	2,660	(778)
Other receivables and prepayments	18	567
Inventories	(875)	4,842
Trade payables	1,338	3,379
Other payables	(214)	(556)
Cash generated from operations	14,274	17,498
Interest received	272	166
Income tax paid	(1,869)	(1,325)
Net cash from operating activities	12,677	16,339

CONSOLIDATED STATEMENT OF CASH FLOWS (continued)

Period ended:	<u>30-9-2016</u>	<u>30-9-2015</u>
	<u>\$' 000</u>	<u>\$' 000</u>
Investing activities:		
Proceeds from disposal of subsidiary	8,748	-
Proceeds from disposal of property, plant and equipment	11	205
Purchase of property, plant and equipment	(931)	(1,123)
Dividend received from associate	0	121
Net cash from (used in) investing activities	<u>7,828</u>	<u>(797)</u>
Financing activities:		
Fixed deposits and bank balances pledged	89	74
Dividends paid	(5,874)	(5,035)
Net cash used in financing activities	<u>(5,785)</u>	<u>(4,961)</u>
Net increase in cash and cash equivalents	14,720	10,581
Cash and cash equivalents at beginning of year	29,247	19,058
Net effect of foreign exchange rate changes	(33)	(392)
Cash and cash equivalents at end of year	<u><u>43,934</u></u>	<u><u>29,247</u></u>
Cash and cash equivalents represent:		
Cash and bank balance*	9,203	8,046
Fixed deposits	34,900	21,459
	<u>44,103</u>	<u>29,505</u>
Less: Fixed deposits and bank balances pledged	(169)	(258)
	<u><u>43,934</u></u>	<u><u>29,247</u></u>

*Note: Includes cash and bank balance classified as held for sale of \$1,317,000 in 2015.

1(d)(i) A statement (for the issuer and group) showing either (i) all changes in equity or (ii) changes in equity other than those arising from capitalisation issues and distributions to shareholders, together with a comparative statement for the corresponding period of the immediately preceding financial year

STATEMENTS OF CHANGES IN EQUITY

	<u>Share capital</u>	<u>Currency translation deficit</u>	<u>Capital reserve</u>	<u>Investment revaluation reserve</u>	<u>Accumulated profits</u>	<u>Total attributable to equity holders of the Company</u>
	<u>\$'000</u>	<u>\$'000</u>	<u>\$'000</u>	<u>\$'000</u>	<u>\$'000</u>	<u>\$'000</u>
GROUP						
Balance at October 1, 2014	36,991	(3,707)	115	(129)	37,802	71,072
Total comprehensive income for the year:						
Profit for the year	0	0	0	0	7,216	7,216
Other comprehensive income for the year	0	(2,270)	0	129	0	(2,141)
Total	0	(2,270)	0	129	7,216	5,075
Dividends paid, representing transactions with owners, recognised directly in equity	0	0	0	0	(5,035)	(5,035)
Balance at September 30, 2015	36,991	(5,977)	115	0	39,983	71,112
Total comprehensive income for the year:						
Profit for the year	0	0	0	0	16,173	16,173
Other comprehensive income for the year	0	(544)	0	31	0	(513)
Total	0	(544)	0	31	16,173	15,660
Dividends paid, representing transactions with owners, recognised directly in equity	0	0	0	0	(5,874)	(5,874)
Transfer to capital reserve	0	0	188	0	(188)	0
Balance at September 30, 2016	36,991	(6,521)	303	31	50,094	80,898

	<u>Share capital</u>	<u>Investment revaluation reserve</u>	<u>Accumulated profits</u>	<u>Total</u>
	<u>\$'000</u>	<u>\$'000</u>	<u>\$'000</u>	<u>\$'000</u>
COMPANY				
Balance at October 1, 2014	36,991	(129)	9,770	46,632
Total comprehensive income for the year:				
Profit for the year	0	0	4,355	4,355
Other comprehensive income for the year	0	129	0	129
Total	0	129	4,355	4,484
Dividends paid, representing transactions with owners, recognised directly in equity	0	0	(5,035)	(5,035)
Balance at September 30, 2015	36,991	0	9,090	46,081
Total comprehensive income for the year:				
Profit for the year	0	0	8,255	8,255
Other comprehensive income for the year	0	31	0	31
Total	0	31	8,255	8,286
Dividends paid, representing transactions with owners, recognised directly in equity	0	0	(5,874)	(5,874)
Balance at September 30, 2016	36,991	31	11,471	48,493

1(d)(ii) Details of any changes in the company's share capital arising from rights issue, bonus issue, share buy-backs, exercise of share options or warrants, conversion of other issues of equity securities, issue of shares for cash or as consideration for acquisition or for any other purpose since the end of the previous period reported on. State also the number of shares that may be issued on conversion of all the outstanding convertibles, as well as the number of shares held as treasury shares of the issuer, if any, against the total number of issued shares excluding treasury shares of the issuer, as at the end of the current financial period reported on and as at the end of the corresponding period of the immediately preceding financial year

There were no changes in the Company's share capital since the end of the previous period reported on.

There are no outstanding convertibles or treasury shares as at the end of the current financial period reported on and as at the end of the corresponding period of the immediately preceding financial year.

	As at September 30, 2016	As at September 30, 2015
Number of issued shares excluding treasury shares	83,916,757	83,916,757

1(d)(iii) To show the total number of issued shares excluding treasury shares as at the end of the current financial period and as at the end of the immediately preceding financial year

	As at September 30, 2016	As at September 30, 2015
Number of issued shares excluding treasury shares	83,916,757	83,916,757

The Company did not have any treasury shares as at the end of the current financial period and as at the end of the immediately preceding financial year.

1(d)(iv) A statement showing all sales, transfers, disposals, cancellation and/or use of treasury shares as at the end of the current financial period reported on.

The Company did not have any treasury shares during or at the end of the current financial period reported on.

2. Whether the figures have been audited, or reviewed and in accordance with which standard (e.g. the Singapore Standard on Auditing 910 (Engagements to Review Financial Statements), or an equivalent standard)

The figures have not been audited or reviewed by our auditors.

3. Where the figures have been audited or reviewed, the auditors' report (including any qualifications or emphasis of matter)

Not applicable.

4. Whether the same accounting policies and methods of computation as in the issuer's most recently audited annual financial statements have been applied

Save as disclosed in paragraph 5 below, the Group has applied the same accounting policies and methods of computation in the financial statements for the current period reported on as those used in the most recently audited financial statements for the financial year ended September 30, 2015.

5. If there are any changes in the accounting policies and methods of computation, including any required by an accounting standard, what has changed, as well as the reasons for, and the effect of, the change

The Group has adopted the applicable revisions to various existing Financial Reporting Standards (“FRS”), the new FRS and Interpretations of FRS (“INT FRS”) that are mandatory on the Group for its financial year commenced on October 1, 2015. The adoption of these various revised FRS, new FRS and INT FRS effective for the Group’s financial year commenced on October 1, 2015 does not have a material financial effect on the Group and the Company.

6. Earnings per ordinary share of the group for the current period reported on and the corresponding period of the immediately preceding financial year, after deducting any provision for preference dividends

	Year ended September 30, 2016	Year ended September 30, 2015
Profit per ordinary share of the Group after deducting any provision for preference dividends:		
(a) Based on number of ordinary shares on issue		
- From continuing and discontinued operations	19.3 cents	8.6 cents
- From continuing operations	18.5 cents	11.4 cents
Number of ordinary shares	83,916,757	83,916,757
(b) On a fully diluted basis		
- From continuing and discontinued operations	19.3 cents	8.6 cents
- From continuing operations	18.5 cents	11.4 cents
Adjusted number of ordinary shares	83,916,757	83,916,757

7. Net asset value (for the issuer and group) per ordinary share based on the total number of issued shares excluding treasury shares of the issuer at the end of the (a) current period reported on and (b) immediately preceding financial year

	Group	Company
Net asset value per ordinary share based on issued share capital as at the end of the:		
(a) Current period reported on (September 30, 2016)	96.3 cents	57.8 cents
(b) Immediately preceding financial year (September 30, 2015)	84.7 cents	53.9 cents

8. A review of the performance of the group, to the extent necessary for a reasonable understanding of the group’s business. It must include a discussion of the following:

- (a) Any significant factors that affected the turnover, costs, and earnings of the group for the current financial period reported on, including (where applicable) seasonal or cyclical factors; and
- (b) any material factors that affected the cash flow, working capital, assets or liabilities of the group during the current financial period reported on

Statement of Comprehensive Income

For the financial year ended September 30, 2016 (“FY16”), the Group recorded revenue and profit for the year of \$73.0m and \$16.2m respectively. Profit for the year included a one-time \$6.7m gain arising from the disposal of the Group’s subsidiary, PNE Print Technology Co., Ltd (“PNE Print”). Excluding this gain, profit for the year would be \$9.5m.

Revenue declined by \$1.0m or 1.4% in FY16 compared to the previous financial year ("FY15") due mainly to lower orders from the customers of the Group's Contract Manufacturing segment.

Although revenue declined, gross profit increased by \$2.8m or 14.4% due to better product mix and the effect of a weaker Malaysian Ringgit, which resulted in lower costs upon translation of the Group's operations in Malaysia.

Included in other income in FY16 is a one-time \$6.7m gain arising from the disposal of PNE Print as stated above. In FY15, other income included a \$3.6m foreign exchange gain.

Included in other operating expenses in FY16 is \$0.4m of foreign exchange loss, whereas in FY15 it included a \$0.8m impairment charge for the Group's available-for-sale investment.

Discontinued operations pertain to the results of PNE Print up to the date of disposal in FY16. A profit of \$0.6m was recorded by discontinued operations this year due mainly to write-back of allowances for doubtful debts. In FY15, due to tough operating conditions, a loss was recorded by discontinued operations.

Statement of Financial Position

Cash and bank balances rose by \$15.9m compared to last year due mainly to proceeds received from the disposal of the Group's subsidiary and cash generated from operations.

Trade receivables declined \$1.5m due to the lower revenue and faster collections from customers.

Inventories increased \$1.1m due to customer requests to defer deliveries of certain orders.

Assets classified as held for sale in FY15 pertain to those of PNE Print, which had been disposed in FY16.

Trade payables increased \$1.1m due to longer credit terms from suppliers.

9. Where a forecast, or a prospect statement, has been previously disclosed to shareholders, any variance between it and the actual results

The Company stated in the announcement of its first half-year results for the period ended March 31, 2016, that it had completed the disposal of its subsidiary, PNE Print Technology Co., Ltd in April 2016, and that the gain arising from the disposal will be reflected in the results in the second-half period of FY16. The gain of \$6.7m has been included in other operating income in FY16.

10. A commentary at the date of the announcement of the significant trends and competitive conditions of the industry in which the group operates and any known factors or events that may affect the group in the next reporting period and the next 12 months

Close to half of the Group's sales in FY16 were to Europe. Economic conditions in Europe have remained uncertain since the European debt crisis. Although this has not had severe impact on the Group, such uncertainty may affect the Group's future sales.

The Group faces intense pressures from customers for lower pricing on its products. On the other hand, it also has to manage persistent cost pressures in Singapore, Malaysia, and China, where its operations are located in. The Group is continuously monitoring its activities to enforce stringent control of its costs and to seek opportunities to further streamline operations.

Foreign exchange rates also remain highly volatile. As the Group has sales denominated in the United States Dollar, any weakening of the United States Dollar will have an adverse impact on the Group to the extent that the revenue is not matched by costs denominated in the United States Dollar.

11. If a decision regarding dividend has been made:-

- (a) Whether an interim (final) ordinary dividend has been declared (recommended); and**
- (b) (i) Amount per share cents**
- (b) (ii) Previous corresponding period cents**
- (c) Whether the dividend is before tax, net of tax or tax exempt. If before tax or net of tax, state the tax rate and the country where the dividend is derived (if the dividend is not taxable in the hands of shareholders, this must be stated).**

The directors are pleased to recommend a final one-tier tax-exempt dividend of 3.0 cents per share for the current financial year ended September 30, 2016 (previous corresponding period: one-tier tax exempt dividend of 2.0 cents per share).

(d) The date the dividend is payable

To be announced at later date.

(e) The date on which Registrable Transfers received by the company (up to 5.00pm) will be registered before entitlements to the dividend are determined.

To be announced at later date.

12. If no dividend has been declared/recommended, a statement to that effect.

Not applicable.

13. If the Group has obtained a general mandate from shareholders for IPTs, the aggregate value of such transactions as required under Rule 920(1)(a)(ii). If no IPT mandate has been obtained, a statement to that effect.

No IPT mandate has been obtained.

14. Confirmation that the issuer has procured undertakings from all its directors and executive officers (in the format set out in Appendix 7.7) under Rule 720(1).

The Company has obtained undertakings from all its directors and executive officers in the format set out in Appendix 7.7 under Rule 720(1).

PART II - ADDITIONAL INFORMATION REQUIRED FOR FULL YEAR ANNOUNCEMENT
(This part is not applicable to Q1, Q2, Q3 or Half Year Results)

15. **Segmented revenue and results for business or geographical segments (of the group) in the form presented in the issuer's most recently audited annual financial statements, with comparative information for the immediately preceding year**

ANALYSIS BY BUSINESS SEGMENT

- (i) Segment revenue and results

The following is an analysis of the Group's revenue and results by reportable segment:

	<u>Revenue</u>		<u>Profit/(loss)</u>	
	<u>2016</u>	<u>2015</u>	<u>2016</u>	<u>2015</u>
	<u>\$' 000</u>	<u>\$' 000</u>	<u>\$' 000</u>	<u>\$' 000</u>
Continuing operations				
Contract manufacturing	61,640	62,616	7,851	8,756
Trading	11,400	11,431	2,535	2,316
Others	0	0	7,056	30
Total	73,040	74,047	17,442	11,102
Interest income			270	162
Profit before tax			17,712	11,264
Income tax			(2,173)	(1,713)
Profit for the year from continuing operations			15,539	9,551
Discontinued operation				
Trading			634	(2,335)
Profit for the year			16,173	7,216

- (ii) Segment assets and liabilities

	<u>2016</u>	<u>2015</u>
	<u>\$' 000</u>	<u>\$' 000</u>
<u>Segment assets</u>		
Contract manufacturing	42,346	43,277
Trading	5,784	5,027
Printed circuit boards	3,117	3,086
Others	749	590
Total segment assets	51,996	51,980
Unallocated	44,456	33,419
Consolidated assets	96,452	85,399
<u>Segment liabilities</u>		
Contract manufacturing	11,617	10,567
Trading	1,747	1,834
Others	829	626
Total segment liabilities	14,193	13,027
Unallocated	1,361	1,260
Consolidated liabilities	15,554	14,287

(iii) Other segment information

	<u>Depreciation and amortisation</u>		<u>Additions to property, plant and equipment</u>		<u>Investment</u>	
	<u>2016</u>	<u>2015</u>	<u>2016</u>	<u>2015</u>	<u>2016</u>	<u>2015</u>
	<u>\$' 000</u>	<u>\$' 000</u>	<u>\$' 000</u>	<u>\$' 000</u>	<u>\$' 000</u>	<u>\$' 000</u>
Contract manufacturing	732	734	896	1,068	0	0
Trading	102	304	35	55	0	0
Printed circuit boards	0	0	0	0	3,117	3,086
Others	0	0	0	0	716	568
	<u>834</u>	<u>1,038</u>	<u>931</u>	<u>1,123</u>	<u>3,833</u>	<u>3,654</u>

ANALYSIS BY GEOGRAPHICAL SEGMENT

	<u>Revenue from external customers</u>		<u>Non-current assets</u>	
	<u>2016</u>	<u>2015</u>	<u>2016</u>	<u>2015</u>
	<u>\$ '000</u>	<u>\$ '000</u>	<u>\$ '000</u>	<u>\$ '000</u>
Poland	17,259	21,795	0	0
Hungary	8,353	8,259	0	0
Europe (excluding Poland and Hungary)	7,924	7,630	716	568
People's Republic of China	14,229	11,028	754	519
Indonesia	6,320	8,171	0	0
Malaysia	7,219	8,405	9,107	8,990
Singapore	5,491	4,745	14	26
Others	6,245	4,014	0	0
	<u>73,040</u>	<u>74,047</u>	<u>10,591</u>	<u>10,103</u>

16. In the review of performance, the factors leading to any material changes in contributions to turnover and earnings by the business or geographical segments

The profit of \$6.7m recorded by the "Others" segment in FY16 is mainly attributable to gain on disposal of PNE Print. The increase in unallocated segment assets is due mainly to the proceeds from the disposal PNE Print.

17. A breakdown of sales

		Latest financial year \$ '000	Previous financial year \$ '000	% increase / (decrease)
(a)	Sales reported for first half year	35,510	34,998	1.5%
(b)	Operating profit after tax before deducting minority interests reported for first half year	5,460	3,687	48.1%
(c)	Sales reported for second half year	37,530	39,049	(3.9)%
(d)	Operating profit after tax before deducting minority interests reported for second half year	10,713	3,529	203.6%

18. A breakdown of the total annual dividend (in dollar value) for the issuer's latest full year and its previous full year.

	Latest Full Year ended September 30, 2016 (One-tier tax exempt dividend*)	Latest Full Year ended September 30, 2015 (One-tier tax exempt dividend*)
Ordinary	\$6,713,341	\$5,035,006
Preference	0	0
Total:	\$6,713,341	\$5,035,006

* Includes interim dividends declared and paid during the financial year, as well as final dividend recommended in respect of that financial year, but payable/paid in the following financial year.

19. Disclosure of person occupying a managerial position in the issuer or any of its principal subsidiaries who is a relative of a director or chief executive officer or substantial shareholder of the issuer pursuant to Rule 704(11) in the format below. If there are no such persons, the issuer must make an appropriate negative statement.

Name	Age	Family relationship	Current position and duties, and the year the position was first held	Details of changes in duties and position held, if any, during the year
Tan Bee Foon	56	Sister of all directors (except independent directors)	General Manager in Human Resource and Administration - in charge of human resource management and general admin matters. - Position held since 1 st Jan 2000	No changes
Eugene Tan Wei Kang	45	Son of substantial shareholder, Mr Tan Kong Hock, and nephew of all other directors (except independent directors)	Senior Manager – Business Development of PNE Appliance Controls Pte Ltd. - in charge of developing new business for the company - Position held since 1 st Jul 2006	No changes
Tan Meng Siew	44	Daughter of chairman, Mr Tan Kong Heng, niece of all other directors (except independent directors)	Financial Controller - in charge of finance and accounting functions - Position first held in 1999 Also appointed as Company Secretary on 31 st Dec 2004	No changes

BY ORDER OF THE BOARD

Ms Tan Meng Siew
Company Secretary
November 28, 2016