VIBRANT GROUP LIMITED
Company Registration Number: 198600061G

RESPONSES TO SGX-ST QUERIES

The board of directors (the "**Board**") of Vibrant Group Limited (the "**Company**" and together with its subsidiaries, the "**Group**") refers to the queries from the Singapore Exchange Securities Trading Limited ("**SGX-ST**") on 26 August 2026 in relation to the Company's announcements as follows:

i. the Company's announcement dated 13 August 2026 titled "Retirement of Lead Independent Director";
ii. the Company's announcement dated 13 August 2026 titled "Retirement of Executive Director and Cessation of Appointment as Chief Financial Officer"; and
iii. the Company's announcement dated 2 June 2026 titled "Announcement of Appointment of Interim Chief Executive Officer".

The Company's responses to the queries are set out below.

Query 1

Mainboard Listing Rule 720(5) requires all directors to submit themselves for re-nomination and re-election at least once every three years.

Mainboard Listing Rule 704(8) requires an issuer to fill any vacancy on its audit committee that results in the committee no longer meeting the minimum composition requirements within two months, and in any event no later than three months.

(a) It was disclosed that Ms Tan Siok Chin ("Ms Tan") will retire by rotation and will not seek re-election at the Company's annual general meeting to be held on 28 August 2026. Given that Ms Tan was last re-elected at the Company's annual general meeting on 29 August 2025 and would not appear to be due for re-election under Mainboard Listing Rule 720(5) or Regulation 94 of the Company's Constitution, please explain the circumstances surrounding her retirement by rotation and decision not to seek re-election.

(b) When was the Board first informed of Ms Tan's intention not to seek re-election at the forthcoming annual general meeting?

(c) Following Ms Tan's retirement, the Audit Committee will comprise fewer than three members. Please provide details of the Company's plans and timeline to fill the resultant vacancies on the Board, Audit Committee and other Board committees.

Company's Response

(a) Ms Tan has voluntarily elected to retire by rotation pursuant to Regulation 94 of the Company's Constitution, notwithstanding that she was not due for re-election under Rule 720(5). The unexpected leadership transition in the Company in 2026 is expected to substantially increase the Board's oversight responsibilities during this period. Ms Tan has assessed that she is unable to commit the additional time this will require, and has accordingly decided not to seek re-election so that the Board may be reconstituted with a director able to do so.

(b) The Board was first informed during a board meeting held on 29 June 2026 of Ms Tan's intention not to seek re-election at the Company's upcoming annual general meeting.

(c) Following Ms Tan's retirement, the Audit Committee will continue to comprise three members. Mr Sebastian Tan Cher Liang, the Chairman of the Board, will sit on the Audit Committee and all other Board committees with effect from 28 August 2026. Accordingly, the Audit Committee continues to meet the minimum composition requirement of three members under Rule 704(8). The other two members of the Audit Committee are Independent Non-Executive Director. The Audit Committee continues to be chaired by an Independent Non-Executive Director.

The Board will continue to review its composition and that of its committees as part of its ongoing succession planning, and will make the necessary announcement(s) in the event of any further changes.

Query 2

It was disclosed that Mr Francis Lee Fook Wah (“Mr Lee”) will cease to hold office as Chief Financial Officer ("CFO") upon the expiry of his service agreement on 31 August 2026.

(a) Please provide details of the Company's succession plan for the CFO position.

(b) Please state whether the Company has identified any suitable candidate(s) for appointment as CFO.

(c) If no suitable candidate has been identified, please provide details of the interim arrangements that will be put in place to ensure continuity in the oversight of the Company's finance functions, financial reporting, regulatory compliance and reporting, human resources and internal control functions pending the appointment of a new CFO.

Company’s Response

(a) The Company had commenced a search for a suitable candidate to succeed Mr Lee as CFO.

(b) As at the date of this announcement, the Company has identified a candidate for the CFO role and is in the process of finalizing the appointment.

(c) Pending the appointment of a new CFO, the Company's finance functions, financial reporting, regulatory compliance and reporting and internal control functions will be managed by the existing finance team with oversight by the Interim CEO, Mr Don Tang Fook Yuen.

Query 3

The Company announced the appointment of Mr Don Tang as Interim Chief Executive Officer (“CEO”) with effect from 3 June 2026 and disclosed that that it is undertaking a search for a permanent CEO.

Please provide an update on the Company's search for a permanent CEO, including:

(a) the progress of the search process;

(b) whether suitable candidate(s) have been identified; and

(c) the Board's expected timeline for the appointment of a permanent CEO.

<u>Company's Response</u>

(a) The Nominating Committee had previously formed a Search Committee (the "Search Committee"), comprising BG (RET) Lim Yeow Beng, Mr Albert Chew Khat Khiam and Mr Sebastian Tan Cher Liang, to search for a permanent CEO. The Search Committee has commenced the process of engaging an executive search firm to assist in identifying suitable candidates for the position of the permanent CEO.

(b) As at the date of this announcement, no candidate has been identified or shortlisted.

(c) The Board will make the necessary announcement once the permanent CEO has been appointed, in accordance with the Listing Rules. Mr Don Tang Fook Yuen will continue to serve as Interim CEO and oversee the day-to-day operations of the Group.

BY ORDER OF THE BOARD

Francis Lee Fook Wah
Executive Director & CFO
27 August 2026