

**MENCAST HOLDINGS LTD.**

(Incorporated in the Republic of Singapore)  
(Company registration no.: 200802235C)

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**RESPONSE TO SGX-ST QUERIES – ANNUAL REPORT FY2021**

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The Board of Directors (the "**Board**") of Mencast Holdings Ltd. ("**Company**" and, together with its subsidiaries the "**Group**") would like to respond to the queries raised by the Singapore Securities Exchange Trading Limited ("**SGX-ST**") on 25 April 2022 (as set out below), in relation to the Company's Annual Report for the financial year ended 31 December 2021.:

**SGX-ST Query 1:**

Please explain how the Company's Whistleblowing Policy is in compliance with Listing Rule 1207(18B)(a) and (d).

**Company's Response:**

Under the Terms of Reference of the Audit Committee ("**AC**"), the AC has oversight responsibilities in whistle blowing policies, processes and reporting.

The Group has put in place a Whistle Blowing Policy duly endorsed by the AC and approved by the Board (the "**Policy**"), which provides a channel for employees of the Group to report in confidence, without fear of reprisals, concerns about possible improprieties in financial reporting or other matters to the Whistle Blowing Committee ("**WB Committee**"), a committee that assists the AC in administering any whistle blowing incident. There are 3 members in the WB Committee comprising of a key personnel from the Group Finance, the Group Human Resource and a General Manager from the Marine segment.

The AC is to be informed immediately of each concern(s) and/or Information received by the WB Committee and monitor them. On a quarterly basis, the AC also receives an update on the status of any whistle blowing incident(s) within the Group.

In light of the above, the Group has put in place a designated independent function to investigate any whistleblowing reports made in good faith, and the AC is responsible for oversight and monitoring of whistleblowing pursuant to Listing Rule 1207(18B)(a) and (d).

**BY ORDER OF THE BOARD**

SIM SOON NGEE GLENN DLE  
Executive Chairman & Chief Executive Officer  
26 April 2022