

JAPAN FOODS HOLDING LTD

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(Incorporated in the Republic of Singapore on 3 December 2007)
(Company Registration No. 200722314M)

RESPONSE TO SGX QUERIES

The board of directors of Japan Foods Holding Ltd. (the “**Company**” and together with its subsidiaries, the “**Group**”) would like to announce the following response to the queries raised by the Singapore Exchange Securities Trading Limited (the “**SGX-ST**”) in relation to the Company’s announcement titled “INVESTIGATION BY MINISTRY OF MANPOWER ON A SUBSIDIARY” dated 4 October 2022 (“**Announcement**”). The Company’s responses to the queries are set out below.

Unless otherwise defined, all terms and references used herein shall bear the same meaning ascribed to in the Announcement.

Query 1:

Please provide more details on the “past hiring and payroll practices” that may cause potential breach under the Employment of Foreign Manpower Act 1990 of Singapore.

Company’s response:

The Company wishes to clarify that MOM had not specifically communicated any details of any potential breach by its subsidiary Japan Foods Enterprises Pte Ltd (“**JFE**”). As the Investigation is still on-going, it will be premature for the Company to speculate or provide further information on this matter until such time when MOM has completed its investigation and communicated its findings to the Company. The Company will update shareholders as and when there are material developments on this matter.

Query 2:

Does this mean that the Company can only employ local part-timers and contract staff during the Suspension period?

Company’s response:

To clarify, the Suspension applies only to JFE and not the Group. During the Suspension period, JFE will not be able to apply or renew employees’ work passes until further notice. However, there are no restrictions on JFE for any other types of employment, for example, local full-timers, part-timers and contract staff, that does not require the application or renewal of work passes.

BY ORDER OF THE BOARD

TAKAHASHI KENICHI
Executive Chairman and CEO
7 October 2022

*This announcement has been prepared by the Company and its contents have been reviewed by the Company's sponsor, UOB Kay Hian Private Limited (the "**Sponsor**") for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited (the "**SGX-ST**") Listing Manual Section B: Rules of Catalyst.*

This announcement has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this announcement, including the accuracy, completeness or correctness of any of the information, statements or opinions made or reports contained in this announcement.

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