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## REPLY TO SGX QUERIES

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The Board of Directors (the "**Board**") of Koh Brothers Eco Engineering Limited (the "**Company**", and together with its subsidiaries, the "**Group**") wishes to announce the following in response to the queries raised by the Singapore Exchange Securities Trading Limited ("**SGX-ST**") on 23 January 2025 in relation to the announcement of the cessation of Chua Thiam Siew, Johnson ("**Mr. Chua**") as the Financial Controller of the Company on 22 January 2025 (the "**Cessation Announcement**").

### SGX-ST'S Queries

- (1) It was disclosed in the Cessation Announcement that Mr Chua's effective date of cessation is 15 October 2024.
  - (i) Why was the announcement only released on 22 Jan 2025 when Mr Chua had ceased to be the Financial Controller since 15 Oct 2024?
  - (ii) When was the Board made aware of Mr Chua's intention to resign?
  - (iii) When did the Board accept Mr Chua's resignation?
  - (iv) How long was the required notice period?

### Company's Response to Query 1(i) and (iv)

After Mr. Chua expressed his intention on 15 April 2024 to step down in order to pursue other interests, the Company was engaged in discussions with Mr. Chua regarding his resignation, to (amongst others) explore alternative work arrangements including for him to perform his function on a part-time basis. On 23 September 2024, the Company's human resource department had, in accordance with its usual practice, issued him a letter acknowledging his resignation and confirming the last day of his employment with the Company as a full-time employee so that he may be taken out of its payroll system. However, the Company's intention was to continue discussing with Mr. Chua on his continued employment with the Company and it did so discuss with him even after the expiry of the six-months notice period on 15 October 2024, where the discussion was in relation to his continued involvement post-resignation as a Financial Controller to the Company on a contractual basis whilst the Company started sourcing for a suitable replacement candidate in the meantime. If that discussion had succeeded, he would have remained as a Financial Controller. Hence, the Company did not prepare a cessation announcement for immediate release at that point in time. Discussions with Mr. Chua continued until 16 January 2025, when it was confirmed that Mr. Chua did not wish to continue his discussion with the Company to be a Financial Controller on a contractual basis. In view of these circumstances, the Cessation Announcement was released on 22 January 2025 after the aforesaid confirmation from Mr. Chua and an exit interview with Mr Chua conducted by the sponsor and Board approval had been obtained for the release of the Cessation Announcement.

The Company accepts that the non-disclosure of Mr. Chua's cessation earlier was an inadvertent oversight on its part and had happened because the Company was engaged in discussions with Mr. Chua to explore alternative work arrangements and/or to continue as the Financial Controller of the Company on a contractual basis post-15 October 2024. The Board would however like to reassure shareholders that notwithstanding the non-disclosure of his cessation, during the interim period, the Group's finance function has not been compromised and had continued to be managed by Mr. Lau Wai Kiat ("**Mr. Lau**"), its Finance Manager, with the intention that he will continue to perform the Group's finance function

until a suitable replacement candidate has been identified. Prior to Mr. Chua's resignation, Mr. Lau had been assisting Mr. Chua in his duties.

### **Company's Response to Query 1(ii) and (iii)**

The then Board members (with the exception of Chua Boon Lai Jeffrey, Moh Wung Hee and Yeo Soon Keong) were informed of Mr. Chua's resignation when he had tendered the same on 15 April 2024 and the Company commenced discussions with Mr. Chua to explore alternative work arrangements including for him to continue on a part-time basis and subsequently, on his continued involvement with the Company post-resignation as a Financial Controller on a contractual basis. When it was clear to the Company that its discussions with Mr. Chua had concluded on 16 January 2025, the Company then proceeded to prepare the draft cessation announcement and send it to the Board for approval on 22 January 2025, after receiving the Sponsor's clearance on it. The Board accepted and approved the Cessation Announcement on 22 January 2025 and issued the same after trading hours.

### **SGX-ST'S Query**

(2) In view of Mr Chua's resignation, what is the Company's progress in finding a suitable candidate?

### **Company's Response to Query 2**

Despite several interviews with potential candidates thus far, the Company continues to search for a suitable replacement for the position of Financial Controller.

In the interim, as mentioned in the Company's response above, Mr. Lau, the Finance Manager, will continue to manage the functions and responsibilities of the Financial Controller. The Board intends to propose to the Nominating Committee and the Audit and Risk Committee to review Mr. Lau's qualifications and work experience and to provide its recommendation to the Board to determine if Mr. Lau is suitable to be appointed as the Acting Financial Controller of the Group during the interim period. The Company will make the necessary announcement(s) if and when Mr. Lau is appointed Acting Financial Controller and when a suitable person is appointed to be the Financial Controller of the Company.

By Order of the Board

Shin Yong Seub  
Executive Director and Chief Executive Officer

27 January 2025

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*This announcement has been reviewed by the Company's sponsor, RHT Capital Pte. Ltd. (the "**Sponsor**"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "**Exchange**") and the Exchange assumes no responsibility for the contents of this document, including the correctness of any of the statements or opinions made or reports contained in this document.*

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