

ANNOUNCEMENT OF APPOINTMENT OF A MANAGER OF THE ISSUER OR ANY OF ITS PRINCIPAL SUBSIDIARIES, WHO IS A RELATIVE OF A DIRECTOR OR CEO OR SUBSTANTIAL SHAREHOLDER OF THE ISSUER

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* Asterisks denote mandatory information

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| Name of Announcer * | HIAP HOE LIMITED |
| Company Registration No. | 199400676Z |
| Announcement submitted on behalf of | HIAP HOE LIMITED |
| Announcement is submitted with respect to * | HIAP HOE LIMITED |
| Announcement is submitted by * | Lai Foon Kuen |
| Designation * | Company Secretary |
| Date & Time of Broadcast | 30-Dec-2013 18:05:31 |
| Announcement No. | 00095 |

>> ANNOUNCEMENT DETAILS

The details of the announcement start here ...

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| Date of Appointment * | 01/01/2014 |
| Name of person * | Teo Keng Joo, Marc |
| Age * | 28 |
| Country of principal residence * | Singapore |
| The Board's comments on this appointment (including rationale, selection criteria, and the search and nomination process) * | The Board of Directors approved the appointment of Mr Teo Keng Joo, Marc as the Head Of Project Management of the Company after a review of his qualifications and experience. |
| Whether appointment is executive, and if so, the area of responsibility * | The appointment is executive. Mr Teo Keng Joo, Marc will oversee and head the Project Management department of the Group and report directly to the Executive Board Of Directors. |
| Job Title (e.g. Lead ID, AC Chairman, AC Member etc.) | Head of Project Management |
| Working experience and occupation(s) during the past 10 years * | September 2009 to December 2010 - Ernst & Young Singapore (Audit Assistant) January 2011 to February 2012 - Hiap Hoe & Co Pte Ltd (Project Management Executive) February 2012 to present - Hiap Hoe & Co Pte Ltd (Construction Project Manager) |
| Interest * in the listed issuer and its subsidiaries * | Nil |
| Familial relationship with any director and/or substantial shareholder of the listed issuer or of any of its principal subsidiaries * | Mr Teo Keng Joo, Marc is the son of Mr Teo Ho Beng, Executive Chairman and Chief Executive Officer of the Company. He is also the nephew of Mr Teo Ho Kang, Roland (Managing Director of the Company). |
| Conflict of interests (including any competing business) * | Nil |

>> OTHER DIRECTORSHIP

If these fields are not applicable for announcements of appointments pursuant to Listing Rule 704(7) or Exchange Rule 704(8).

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| Past (for the last 5 years) | |
| Present | |

>> INFORMATION REQUIRED PURSUANT TO LISTING RULE 704(7)(H)

Disclose the following matters concerning an appointment of director, chief executive officer, general manager or other executive officer of equivalent rank. If the answer to any questions is "yes", full details must be given.

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| (a)* Whether at any time during the last 10 years, an application or a petition under any bankruptcy law of any jurisdiction was filed against him or against a partnership of which he was a partner at the time when he was a partner or at any time within 2 years from the date he ceased to be a partner? | No |
| (b)* Whether at any time during the last 10 years, an application or a petition under any law of any jurisdiction was filed against an entity (not being a partnership) of which he was a director or an equivalent person or a key executive, at the time when he was a director or an equivalent person or a key executive of that entity or at any time within 2 years from the date he ceased to be a director or an equivalent person or a key executive of that entity, for the winding up or dissolution of that entity or, where that entity is the trustee of a business trust, that business trust, on the ground of insolvency? | No |
| (c)* Whether there is any unsatisfied judgment against him? | No |
| (d)* Whether he has ever been convicted of any offence, in Singapore or elsewhere, involving fraud or dishonesty which is punishable with imprisonment, or has been the subject of any criminal proceedings (including any pending criminal proceedings of which he is aware) for such purpose? | No |
| (e)* Whether he has ever been convicted of any offence, in Singapore or elsewhere, involving a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, or has been the subject of any criminal proceedings (including any pending criminal proceedings of | No |

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| which he is aware) for such breach? | |
| (f)* Whether at any time during the last 10 years, judgment has been entered against him in any civil proceedings in Singapore or elsewhere involving a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, or a finding of fraud, misrepresentation or dishonesty on his part, or he has been the subject of any civil proceedings (including any pending civil proceedings of which he is aware) involving an allegation of fraud, misrepresentation or dishonesty on his part? | No |
| (g)* Whether he has ever been convicted in Singapore or elsewhere of any offence in connection with the formation or management of any entity or business trust? | No |
| (h)* Whether he has ever been disqualified from acting as a director or an equivalent person of any entity (including the trustee of a business trust), or from taking part directly or indirectly in the management of any entity or business trust? | No |
| (i)* Whether he has ever been the subject of any order, judgment or ruling of any court, tribunal or governmental body, permanently or temporarily enjoining him from engaging in any type of business practice or activity? | No |
| (j)* Whether he has ever, to his knowledge, been concerned with the management or conduct, in Singapore or elsewhere, of the affairs of :- | |
| (i)* any corporation which has been investigated for a breach of any law or regulatory requirement governing corporations in Singapore or elsewhere; or | No |
| (ii)* any entity (not being a corporation) which has been investigated for a breach of any law or regulatory requirement governing such entities in Singapore or elsewhere; or | No |
| (iii)* any business trust which has been investigated for a breach of any law or regulatory requirement governing business trusts in Singapore or elsewhere; or | No |
| (iv)* any entity or business trust which has been investigated for a | |

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| <p>which has been investigated for a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, in connection with any matter occurring or arising during that period when he was so concerned with the entity or business trust?</p> | No |
| <p>(k)* Whether he has been the subject of any current or past investigation or disciplinary proceedings, or has been reprimanded or issued any warning, by the Monetary Authority of Singapore or any other regulatory authority, exchange, professional body or government agency, whether in Singapore or elsewhere?</p> | No |

>> INFORMATION REQUIRED PURSUANT TO LISTING RULE 704(7)(I)

Disclosure applicable to the appointment of Director only.

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| <p>Any prior experience as a director of a listed company?</p> | |
| <p>Footnotes</p> | |
| <p>Attachments</p> | <p>Total size = 0K (2048K size limit recommended)</p> |