



HIAP HOE LIMITED

(Incorporated in the Republic of Singapore)
(Company Registration No. 199400676Z)

RESPONSE TO SGX QUERY

The board of directors (the “**Board**” or the “**Directors**”) of Hiap Hoe Limited (the “**Company**”) wishes to announce that the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) raised the following queries on 28 April 2022 in relation to the Company’s annual report for the financial year ended 31 December 2021 (the “**Annual Report**”). The Company’s responses to the queries are set out below:

SGX Query

Listing Rule 1207(18B) provides that “The annual report must contain enough information for a proper understanding of the performance and financial conditions of the issuer and its principal subsidiaries, including at least the following: An explanation of how the issuer has complied with the following: —

- (a) the issuer has designated an independent function to investigate whistleblowing reports made in good faith;
- (b) the issuer ensures that the identity of the whistleblower is kept confidential;
- (c) the issuer discloses its commitment to ensure protection of the whistleblower against detrimental or unfair treatment; and
- (d) the Audit Committee is responsible for oversight and monitoring of whistleblowing.”

Please clarify whether and how Listing Rule 1207(18B) has been complied with.

Company’s response

As disclosed on page 29 of the Annual Report, the Company has in place a whistle-blowing framework, endorsed by the Audit and Risk Management Committee (the “**ARC**”), where staff members of the Company have direct access to the Chairman of the ARC to raise concerns about possible corporate improprieties in matters of financial reporting or other matters. The objective of such arrangements is to ensure both independent investigation of such matters and appropriate follow-up action are taken.

The Company wishes to clarify that its whistle-blowing policy ensures that employees or external parties making any reports in good faith will be able to do so with the confidence that they will be treated fairly and be protected from reprisal or detrimental or unfair treatment. The ARC is responsible for the oversight and monitoring of whistle-blowing matters. The Company will ensure the confidentiality of any whistle-blower and allow disclosures to be made anonymously.

By Order of the Board

Ong Beng Hong
Joint Company Secretary

29 April 2022