



LIAN BENG GROUP LTD

Registration No. 199802527Z

RESPONSE TO SGX QUERY ON ANNUAL REPORT FOR THE FINANCIAL YEAR ENDED 31 MAY 2022 (“FY2022”)

The Board of Directors of Lian Beng Group Ltd (the “**Company**” and together with its subsidiaries, the “**Group**”) wishes to inform shareholders that the Company has received the following query from the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) regarding the Annual Report for FY2022 and sets out its response as follows:-

Query:

We note from page 43 that the employees who are family members of a director, the CEO or a substantial shareholder of the Company are as follows:

1. Ms Ong Sui Hui
2. Mr Ong Eng Keong
3. Ms Ong Lee Yap
4. Mr Ong Phang Hoo
5. Mr Ong Phang Hui

Please disclose the following in respect of the above individuals:

- (a) designation;
- (b) role and responsibility within the Company and/or the Group; and
- (c) remuneration in bands of \$100,000 with the upper limit disclosed or robust explanation to justify why disclosure of their remuneration in bands of \$100,000 would not be in the interest of the Company.

Company’s Response:

Name	Designation, role and responsibility within the Group
Ms Ong Sui Hui	<p><i>Senior Contracts Manager.</i></p> <p>Ms Ong Sui Hui manages a team of Quantity Surveyors and is responsible for the preparation and submission of project tenders by the Group. She is also involved in the negotiation, selection and award of jobs to sub-contractors, administers all contracts and progress claims, assists in budgetary control of projects and liaison with customer representatives and consultants.</p> <p>Ms Ong Sui Hui has been with the Group since 1999.</p>
Mr Ong Eng Keong	<p><i>Executive Director and Chief Executive Officer of SLB Development Ltd (“SLB”), a subsidiary of the Company and listed on SGX Catalist.</i></p> <p>As disclosed in page 8 of SLB’s annual report for FY2022, Mr Ong Eng Keong is responsible for seeking and developing new business opportunities, including sourcing and conducting feasibility studies of land sites and properties both locally and overseas. He is also responsible for planning, organising, directing and managing the affairs and activities of SLB, allocating</p>

Name	Designation, role and responsibility within the Group
	<p>organisation resources and responsibilities, and making decisions regarding the bidding of contracts and submission of tenders, sourcing of financing for projects and assessing potential joint venture partners. He undertakes supervisory responsibilities and manages the execution of all property development projects from inception, conceptualisation and design, to sales and project completion.</p> <p>Mr Ong Eng Keong joined the Group in 2006 and assumed his current position in 2018 when the Group's property development business was spun-off and listed on SGX Catalist as SLB.</p>
Ms Ong Lee Yap	<p><i>Purchasing Director.</i></p> <p>Ms Ong Lee Yap is a key management personnel of the Group whose role and functions are disclosed in page 12 of the Annual Report for FY2022.</p> <p>Ms Ong Lee Yap has been with the Group since 1988.</p>
Mr Ong Phang Hoo <small>PBM</small>	<p><i>Project Director.</i></p> <p>Mr Ong Phang Hoo is a key management personnel of the Group whose role and functions are disclosed in page 12 of the Annual Report for FY2022.</p> <p>Mr Ong Phang Hoo has been with the Group since 1995.</p>
Mr Ong Phang Hui <small>PBM</small>	<p><i>Plant and Machinery Director.</i></p> <p>Mr Ong Phang Hui is a key management personnel of the Group whose role and functions are disclosed in page 12 of the Annual Report for FY2022.</p> <p>Mr Ong Phang Hui has been with the Group since 1995.</p>

The remuneration package of Mr Ong Eng Keong is not subject to the approval of the Company, but is instead reviewed and approved by the remuneration committee and board of directors of SLB, a listed company on the Catalist Board of the SGX-ST. The remuneration of Mr Ong Eng Keong is separately disclosed in page 30 of SLB's annual report for FY2022.

The Company has decided not to disclose the remuneration of Ms Ong Sui Hui, Ms Ong Lee Yap, Mr Ong Phang Hoo and Mr Ong Phang Hui in bands of S\$100,000. The Company is of the view that such disclosure may give rise to recruitment and talent retention issues in a highly competitive business environment with a limited talent pool.

Specifically, such disclosure may compromise the Group's ability to attract and retain both key management and middle management talent, as it may encourage inappropriate peer comparison, and provide an opportunity for competitors to use the information to their advantage.

The information is therefore treated as sensitive and confidential to ensure stability and business continuity. Such information was accordingly not disclosed in the FY2022 Annual Report to protect the interests of the Group.

BY ORDER OF THE BOARD

Ong Pang Aik BBM (L)
Chairman and Managing Director
20 September 2022