



HAI LECK
HOLDINGS LIMITED

REDEFINING
THE INDUSTRY,
**DELIVERING
RESULTS**

ANNUAL REPORT **2016**

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CORPORATE PROFILE

AN INTEGRATED SERVICE PROVIDER

Established in 1975, Hai Leck Holdings Limited and together with its subsidiaries (the “**Group**”) is one of the leading Singapore companies that provides engineering, procurement and construction (“**EPC**”) project services and maintenance services to the oil and gas and petrochemical industries.

The Group has presence in Singapore, Malaysia and Thailand. Today, the Group commands a workforce of more than 2,000 employees to service our customers.

The Group operates through three business segments – Project Services, Maintenance Services and Contact Centre Services.

The Group's principal activities are:

PROJECT SERVICES

- Mechanical engineering services in structural steel and piping fabrication and installation as well as plant equipment installation, maintenance, modifications and repairs; scaffolding erection services; corrosion prevention services utilizing automated high-pressure blasting; thermal insulation services; refractory and passive fireproofing services as well as general civil engineering services.

MAINTENANCE SERVICES

- Maintenance services provided on a routine or turnaround basis.

CONTACT CENTRE SERVICES

- Call centre and telecommunication; information technology services; asset management services; and business and management consultancy services.

Our competitive strengths include our seamless integration of in-house competencies, strong performance track record, good safety performance, technical competency, effective project management, skilled manpower, quality workmanship and high responsiveness to customers' request.

The Group manages its EPC projects through seamless integration of in-house competencies such as automated shop blasting and coating, steel structure and piping shop fabrication and field installation, tankage, scaffolding, corrosion prevention, thermal insulation, refractory and general civil works.

With our operational expertise, our dedicated project management team proactively participates in our customers' project planning, anticipating and providing solutions to challenges. We manage and measure our projects with key performance indicators that focus on safety, quality productivity and timely completion of the entire project. With our experienced management team, skilled tradesmen and advanced fabrication facilities and equipment, the Group is confident of meeting project requirements and expectations with the highest safety, reliability and quality standards.

Through the combined efforts of our three business segments, the Group strives to create value for our customers and stakeholders.

CHAIRMAN'S STATEMENT

IN THE YEAR UNDER REVIEW,
THE GROUP ACHIEVED REVENUE OF
S\$104.1 MILLION
WITH A NET PROFIT ATTRIBUTABLE TO
SHAREHOLDERS AMOUNTING TO
S\$12.7 MILLION
FOR FY2016.

ON THE WHOLE, THE GROUP REMAINS
WELL-POSITIONED TO UNDERTAKE NEW
OPPORTUNITIES AND CHALLENGES,
WITH TOTAL ASSETS OF APPROXIMATELY
S\$148.0 MILLION,
OF WHICH CASH AND CASH EQUIVALENTS
IS APPROXIMATELY
S\$51.5 MILLION
AS AT 30 JUNE 2016.

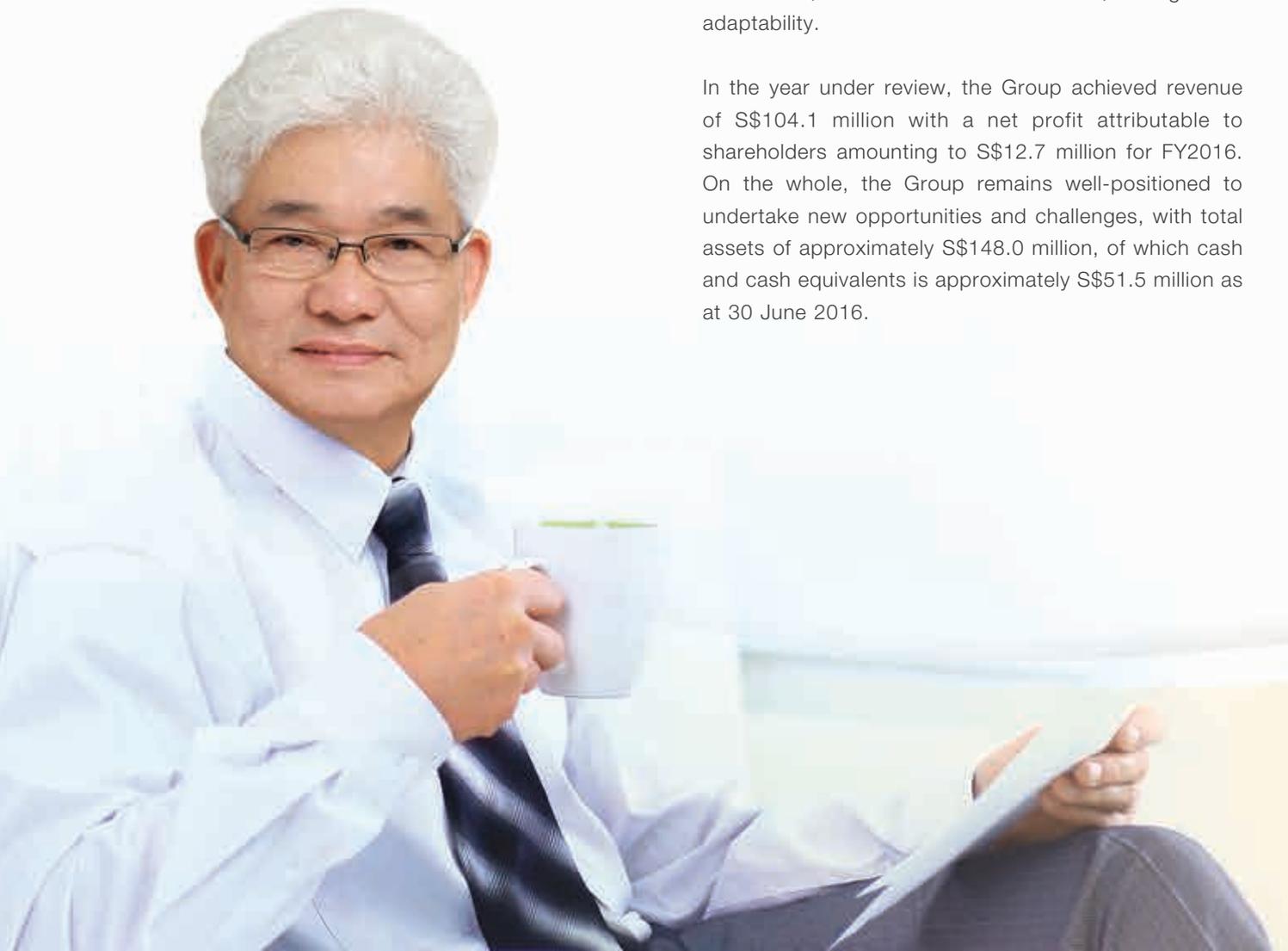
DEAR VALUED SHAREHOLDERS,

On behalf of the Board of Directors of Hai Leck Holdings Limited (the “**Company**” or “**Hai Leck**”) and its subsidiaries (the “**Group**”), I am pleased to present the Annual Report for the financial year ended 30 June 2016 (“**FY2016**”).

FORGING AHEAD, GOING STRONG

With continued global uncertainty, FY2016 was a year with severe headwinds from a weak global recovery, flagging trade and a broad slowdown across emerging markets and advanced economies. However, the Group’s efforts at diversification have paid off and its non-oil and gas related business have buffered our results, resulting in an overall slight decrease in revenue from the previous year. I am hence proud to note that Hai Leck has continued to deliver a healthy set of financial results for FY2016, a testament to our resilience, foresight and adaptability.

In the year under review, the Group achieved revenue of S\$104.1 million with a net profit attributable to shareholders amounting to S\$12.7 million for FY2016. On the whole, the Group remains well-positioned to undertake new opportunities and challenges, with total assets of approximately S\$148.0 million, of which cash and cash equivalents is approximately S\$51.5 million as at 30 June 2016.



As we forge ahead, Hai Leck plans to explore more innovative solutions to mitigate the impact of the rising costs of manpower, operations and stiffer competition in the industry, whilst maintaining and improving on our high standards. This will increase our competitiveness and adaptability. At the same time, the Group will also continue to actively seek new opportunities to increase and improve its capabilities. In doing so, the Group intends to increase its sources of reliable revenue, expand its customer base and achieve greater adaptability to suit the demands of a dynamic and fluctuating market.

OUR COMMITMENT TO NEW INNOVATIVE TECHNOLOGIES

Since 2009, the Group has invested more than S\$20 million in developing and exploring innovative technologies relevant to our areas of expertise. The fruit of our efforts – eight new machineries that have since been deployed effectively in our operations, were launched in conjunction with our new Productivity Centre of Excellence earlier this year. In partnership with the Singapore Economic Development Board, Hai Leck looks forward to continuing its endeavours and successfully discover or adapt new innovative technologies that will redefine the industry.

These new machineries have enabled the automation of various labour-intensive processes, resulting in a substantial reduction of man-hours and increased efficiency. This in turn has allowed us to capitalise on the limited resources we have, allowing us to cut down on costs and persevere on, even while facing manpower scarcity.

Indeed, even as we explore new innovative technologies to improve the productivity of existing processes, the Group is also contemplating how it can most effectively and efficiently expand its core service offerings to pave the way for more business opportunities.

The Group will continue to remain cautious in its investments and will prudently explore windows of opportunity to foster greater value and more resilient returns for our shareholders.

ENGINEERING THE FUTURE

Despite the fact that the EPC companies form the backbone of the industry, it is an unfortunate truth that it has become harder for employers to attract and retain engineers, as the role has increasingly become broader and more sophisticated. On our end, Hai Leck has continued to actively nurture and support the lifelong learning journey of our people, by adopting various training programmes to enhance our adaptability to utilise and take advantage of new innovative technologies. This puts our people in good stead to face challenges and manoeuvre effectively in today's rapidly changing business environment.

Moreover, with the launch of our Productivity Centre of Excellence, Hai Leck's goal is to be a pioneer in spearheading the introduction of efficient, cost-effective machineries, methods and production processes that could potentially redefine the industry, while delivering better quality and reliability. In time to come, our vision is for Hai Leck to become a brand that is naturally associated with quality, efficiency and expertise in the industry.

This year, our subsidiary, Hai Leck Engineering Pte Ltd, was awarded two awards from the Ministry of Manpower in recognition of our efforts towards making workplaces safer and healthier. The awards conferred acknowledge our Corporate Health, Safety and Environment performance and the high standards that we have maintained at one of our worksites. In this regard, we have to thank the commitment of all our staff for making safety second nature in their daily work. In the years to follow, we will continue to maintain our high standards of safety and health.

CHAIRMAN'S STATEMENT

CORPORATE SOCIAL RESPONSIBILITY

Hai Leck has long held its strong belief in sustaining the environment and the well-being of the community. Our Corporate Social Responsibility (“CSR”) initiatives are a Group-wide effort, with people from various departments pitching in to contribute. This year, as part of the Group’s CSR efforts, we organised the Golf Invitational 2016 on 1 July 2016 in support of the Children’s Charities Association and the North West Community Development Council and together with our sponsors, donated S\$20,000 and S\$10,000 to the respective beneficiaries.

In the years that follow, Hai Leck will be pleased to continue this tradition of goodwill to the community and trusts that we have the support from our shareholders who have interests beyond corporate profitability.

OCCUPATIONAL HEALTH AND SAFETY

We are always looking to improve health and safety standards in order to minimise risk of accidents, injuries and illness to our employees as well as people we work with. In view of this, Hai Leck has organised a talk for our staff on 13 August 2016 on the relevant topics such as work place safety, crime prevention and immigration law and had invited the Singapore Police Force, Immigration & Checkpoints Authority of Singapore and the Ministry of Manpower to brief our workers on various topics such as workplace safety and crime prevention. The session was held at one of our dormitories and our staff enjoyed and benefited from the interacting session with and learning from the various agencies. To thank the representatives from the various government agencies, our CEO presented them with letters of appreciation on Hai Leck’s behalf.



DIVIDENDS

The Company has paid a tax exempt (one-tier) interim dividend of 2 cents and a special dividend of 3 cents per ordinary share to the shareholders during the year. In view of the headwinds facing the market, the Board of Directors has not recommended any tax exempt (one-tier) final dividend. The total tax exempt (one-tier) dividend per ordinary share for the year amounted to 5 Singapore cents.

A NOTE OF APPRECIATION

On behalf of the Board, I would like to express our deep appreciation to all our customers, shareholders, suppliers and business associates for their confidence and continued support. The Board would also like to thank our dedicated people for their trust, efforts and commitment to the Group. Their cooperation, team work and safe work practices have, collectively, strengthened Hai Leck’s resilience amidst a dynamic and challenging economy. As we look to the future, I am confident that each and every one of you will continue to put in your best efforts to push Hai Leck to greater heights. To my fellow Board members, I thank you for your wise guidance throughout FY2016.

With all of your support, it is my firm belief that Hai Leck will continue to be one of the leading EPC companies in Singapore.

CHENG BUCK POH

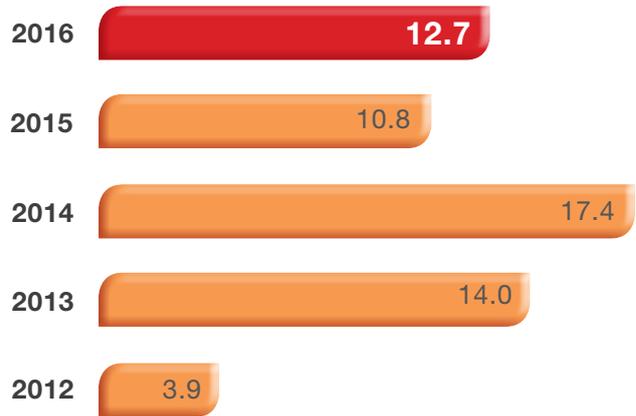
Executive Chairman, BBM

FINANCIAL HIGHLIGHTS

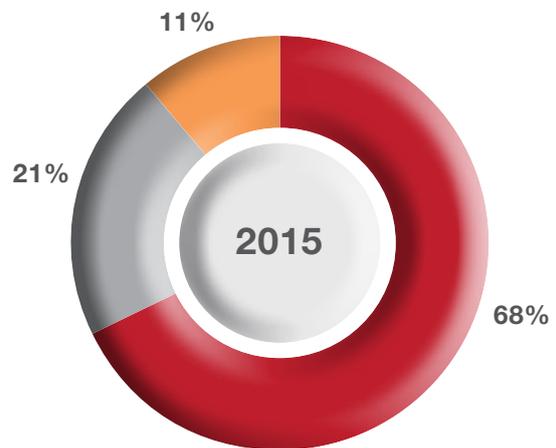
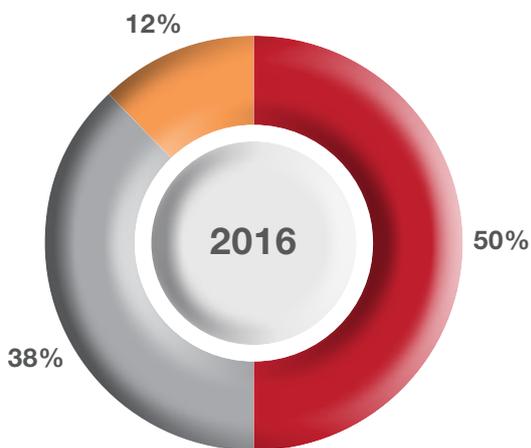
REVENUE (S\$'MIL)



NET PROFIT (S\$'MIL)



REVENUE CONTRIBUTED BY SEGMENT FY: FINANCIAL YEAR ENDED 30 JUNE



- MAINTENANCE SERVICES
- PROJECT SERVICES
- CONTACT CENTRE SERVICES

FINANCIAL AND OPERATIONS REVIEW

AS AT 30 JUNE 2016, THE GROUP'S
TOTAL ASSETS AMOUNTED TO
S\$148.0 MILLION
(FY2015: S\$150.2 MILLION) WHILE
NET ASSETS STOOD AT
S\$120.4 MILLION
(FY2015: S\$117.8 MILLION).

During the financial year ended 30 June 2016 ("FY2016"), the downward trend for oil prices continued to persist, resulting in an overall reduction of capital expenditure for the oil and gas industries, which has in turn, reduced the demand for and number of projects in the EPC industry.

Notwithstanding the challenges faced, the Group has persevered and recorded positive revenue of S\$104.1 million, a decrease of 12.8% as compared to S\$119.4 million for the financial year ended 30 June 2015 ("FY2015"). This was made possible through the management's foresight; and the Group's diversification of its services and investments have allowed us to maintain a profitable position.

Net profit attributable to equity holders increased by S\$1.9 million (18%) to S\$12.7 million in FY2016 as compared to S\$10.8 million in FY2015 – a strong testament to our commitment towards value-creation for our stakeholders.

Basic earnings per share rose to 6.2 cents in FY2016 from 5.3 cents in FY2015 while net assets per share decreased to 34.9 cents in FY2016 as compared to 39.5 cents in 2015.



COST OF SALES AND OPERATING EXPENSES

Cost of sales was reduced by S\$5.5 million (9.3%) to S\$53.0 million in FY2016 as compared to S\$58.5 million in FY2015. The decrease was mainly due to less usage of materials and manpower in tandem with the lower revenue.

Operating expenses decreased by S\$12.7 million (24.3%) to S\$39.5 million in FY2016 as compared to S\$52.2 million in FY2015. The decrease was due to the cost control measures that were implemented.

BALANCE SHEET HIGHLIGHTS

As at 30 June 2016, the Group's total assets amounted to S\$148.0 million (FY2015: S\$150.2 million) while net assets stood at S\$120.4 million (FY2015: S\$117.8 million).

Non-current assets decreased by 2.4% to S\$58.0 million as at 30 June 2016, as compared to S\$59.5 million as at 30 June 2015. The decrease was mainly due to depreciation of property, plant and equipment.

Current assets decreased by S\$0.8 million (0.9%), from S\$90.8 million as at 30 June 2015 to S\$90.0 million as at 30 June 2016. The decrease was mainly due to a decrease in cash and cash equivalents and the fact that the Company paid out S\$10.2 million in dividends during the year.

Current liabilities decreased by S\$4.8 million (15.6%) to S\$26.0 million as at 30 June 2016 as compared to S\$30.8 million as at 30 June 2015. This was due to an decrease in trade and other payables.

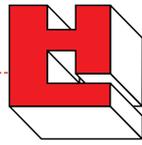
Non-current liabilities decreased by 3.3%, mainly due to less provision for deferred taxes.

CASH FLOWS

The Group has continued to maintain its healthy cash position. As at 30 June 2016, cash and cash equivalents amounted to S\$51.5 million, a 6.9% decrease from 30 June 2015. Net cash flows generated from operating activities amounted to S\$8.9 million, while net cash flows used in investing activities was S\$2.8 million and net cash flows used in financing activities was S\$9.7 million.

With its strong financial position, the Group intends to continue pursuing business opportunities that will benefit the Group and its stakeholders.

CORPORATE STRUCTURE



HAI LECK HOLDINGS LIMITED



100%

Hai Leck Engineering (Private) Limited



100%

Industrial Services Pte. Ltd.



100%

Hai Leck Corporation Sdn. Bhd.



49%

Logthai-Hai Leck Engineering Co., Ltd



100%

Hai Leck Engineering & Construction Pte. Ltd.



100%

Hai Leck Overseas Investments Pte. Ltd.



90%

Hai Leck Engineering Saudi Arabia Limited



100%

United Holding (1975) Pte. Ltd.



100%

Tele-centre Services Pte Ltd



100%

Hai Leck Integrated Services Pte. Ltd.



100%

Hai Leck Services Pte. Ltd.

BOARD OF DIRECTORS



MR CHENG BUCK POH @ CHNG BOK POH, BBM

is our founder and Executive Chairman. Appointed to the Board on 12 September 1998, Mr Cheng is responsible for charting and reviewing corporate directions and strategies for the Group. He has more than 30 years of experience in the industry and has led the Management in pursuing the Group's mission and objectives.

Mr Cheng Buck Poh's total shareholdings in the Company is 170,466,250 shares representing 83.31%*.

MR TAN SIM CHENG, JP, BBM

is our Non-Executive Deputy Chairman and Lead Independent Director and was appointed to the Board on 5 June 2008 as an Independent Director. He brings more than 40 years of experience in finance, administration and human resource to the Group. Mr Tan obtained his Bachelor in Accountancy from the University of Singapore in 1969 and is a Fellow Member of the Institute of Singapore Chartered Accountants.

Mr Tan Sim Cheng's total shareholdings in the Company is 93,750 shares.*

BOARD OF DIRECTORS

MR CHENG YAO TONG

is our Chief Executive Officer. He is responsible for overseeing management and development of the Group's business, locally and overseas, and is also responsible for sales and marketing for the Group's business. He was appointed to the Board on 3 January 2012. Mr Cheng holds a Diploma in Mechanical Engineering from the Ngee Ann Polytechnic, Bachelor Degree in Business Management from University College Dublin.

MS CHENG LI HUI, PBM

was appointed as Deputy Chief Executive Officer on 3 January 2012. She assists our Chief Executive Officer in overseeing the daily operations of the Group with regard to its scaffolding, corrosion prevention, insulation and refractory as well as its maintenance businesses locally. She was appointed to the Board on 11 May 2010. Ms Cheng holds a Master of Applied Finance from Macquarie University and a Bachelor of Arts from National University of Singapore. She is an Elected Member of Parliament for Tampines GRC.

MS CHENG LI CHEN

was re-designated as Non-executive Director on 3 January 2012 to provide oversight and value added input to strategy and strategic development. She was formerly our Chief Executive Officer and was appointed to the Board on 17 October 2007. Ms Cheng holds a Master of Business Administration from the University of Hull and a Bachelor of Business from Monash University.

DR LOW SEOW CHAY

was appointed to the Board on 5 June 2008 as an Independent Director. He was an associate professor of the School of Mechanical and Aerospace Engineering at Nanyang Technological University for more than 30 years. In addition, Dr Low served as an elected Member of Parliament for 18 years, from 1988 to 2006, representing the ward of Chua Chu Kang. He currently sits on the Board of several listed companies such as Hor Kew Corporation Limited, Casa Holdings Limited and LK Technology Holdings Limited. He was awarded with a Bachelor of Engineering degree from the University of Singapore in 1973 as well as a Master and a Doctorate degree from the University of Manchester in 1977 and 1981, respectively.

Dr Low Seow Chay's total shareholdings in the Company is 306,500 shares.*

MR CHEE TECK KWONG PATRICK, PBM

joined the Board as an Independent Director on 5 June 2008 and he chairs the Nominating Committee and is also a member of the Remuneration and Audit Committees. Mr Chee holds a Bachelor of Law (Hons) Degree from the University of Singapore. He is an Advocate and Solicitor of the Supreme Court of Singapore and a Solicitor of the senior courts of England and Wales. He has been in private legal practice since 1980. He is now a Senior Legal Consultant with Withers KhattarWong, an international law firm. His areas of practice are corporate and commercial matters, banking and finance, cross-border joint ventures and investments, mergers and acquisitions, and listing of companies. He has also advised on property law and has handled several landmark development projects in Singapore, Indonesia, Malaysia and China. He also conducts civil litigation and arbitration proceedings. He had initiated and was instrumental to the setting up of a full licensed KhattarWong's law practice in Vietnam.

Mr Chee is a Notary Public and a Commissioner for Oaths. He is a member of Singapore Institute of Arbitrators, and Singapore Institute of Directors. He had served several years in the sub-committee of National Crime Prevention Council, Singapore, and worked with National Productivity Board, Singapore in developing and seeing the successful launch of some well known franchises in Singapore in the early 1990s.

From 2002 to 2013, Mr Chee was the Organising Chairman of the "National Street Soccer League – Lee Hsien Loong Challenge Trophy".

He also sits on the Board of several public listed companies including Ramba Energy Limited, China International Holding Limited and CSC Holdings Limited. He is also Honorary Legal Advisor to Hospitality Purchasing Association Singapore, and several big clans and trade associations in Singapore.

Mr Chee is the recipient of the National Day Awards 2003 – "The Public Service Medal (Pingat Bakti Masyarakat)" from the President of Republic of Singapore.

Mr Patrick Chee's total shareholdings in the Company is 62,500 shares.*

* For more details, please refer to pages 36 to 38 of the Directors' Statement

SENIOR MANAGEMENT



MR YOW HON MENG, JASON is our Chief Financial Officer, with more than 30 years of experience in the field of finance and management and is responsible for the full spectrum of financial, taxation and treasury functions in our Group. He oversees the day-to-day finance/accounts functions of the Group and consolidates the Group's accounts and reporting and provides financial analysis and appraisal of the Group's investments. Mr Yow is a Fellow Member of Institute of Singapore Chartered Accountants and a Member of CPA Australia.

MISS CHENG WEE LING is the Managing Director of Tele-centre Services Pte Ltd. She has more than 10 years of experience in contact centre services and is responsible for directing the various departments to ensure the smooth running of the company. She holds a Degree in Business Administration from the Royal Melbourne Institute of Technology, Australia.

CORPORATE INFORMATION

BOARD OF DIRECTORS

Cheng Buck Poh @ Chng Bok Poh (*Executive Chairman*)

Tan Sim Cheng (*Non-Executive Deputy Chairman and Lead Independent Director*)

Cheng Yao Tong (*Chief Executive Officer*)

Cheng Li Hui (*Deputy Chief Executive Officer*)

Cheng Li Chen (*Non-Executive Director*)

Dr Low Seow Chay (*Independent Director*)

Chee Teck Kwong Patrick (*Independent Director*)

SENIOR MANAGEMENT

Yow Hon Meng, Jason (*Chief Financial Officer*)

Cheng Wee Ling (*Managing Director of Tele-centre Services Pte Ltd.*)

AUDIT COMMITTEE

Tan Sim Cheng (*Chairman*)

Dr Low Seow Chay

Chee Teck Kwong Patrick

REMUNERATION COMMITTEE

Dr Low Seow Chay (*Chairman*)

Tan Sim Cheng

Chee Teck Kwong Patrick

NOMINATING COMMITTEE

Chee Teck Kwong Patrick (*Chairman*)

Tan Sim Cheng

Dr Low Seow Chay

COMPANY SECRETARY

Chew Kok Liang

REGISTERED OFFICE

47 Tuas View Circuit

Singapore 637357

Tel: (65) 6862 2211

Fax: (65) 6861 0700

Website: www.haileck.com

SHARE REGISTRAR AND SHARE TRANSFER OFFICE

Boardroom Corporate &

Advisory Services Pte. Ltd.

50 Raffles Place

#32-01, Singapore Land Tower

Singapore 048623

PRINCIPAL BANKERS

United Overseas Bank Limited

80 Raffles Place

UOB Plaza

Singapore 048624

Standard Chartered Bank

6 Battery Road

Singapore 049909

The Hongkong and Shanghai

Banking Corporation Limited

21 Collyer Quay

#08-01, HSBC Building

Singapore 049320

AUDITOR

Ernst & Young LLP

One Raffles Quay

North Tower, Level 18

Singapore 048583

Partner-in-charge:

Ang Chuen Beng

Appointed since financial year

ended 30 June 2015

CORPORATE GOVERNANCE REPORT

The Board of Directors (the “**Board**”) and Management of Hai Leck Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”), are committed to set in place corporate governance practices to provide the structure through which the objectives of protection of shareholders’ interests and enhancement of long term shareholders’ value are met. This commitment and continuous support of the Code of Corporate Governance issued on 2 May 2012 (the “**Code**”), can be seen from the efforts of the Board and Management to promote and maintain values which emphasize transparency, accountability, integrity and proper conduct at all times in the business operations and dealings of the Group so as to create value for its stakeholders and safeguard the Group’s assets.

1. BOARD MATTERS

1.1 The Board’s Conduct of Affairs

Principle 1: Every company should be headed by an effective Board to lead and control the company. The Board is collectively responsible for the long-term success of the company. The Board works with Management to achieve this objective and the Management remains accountable to the Board

The Company is headed by an effective Board comprising seven directors of whom three are Executive Directors, one is non-executive and non-independent and three are Independent Directors. Their combined wealth and diversity of skills, experience, gender and knowledge of the Company enable them to contribute effectively to the strategic growth and governance of the Group. The Board’s primary role is to protect and enhance long-term shareholders’ value and returns. Apart from its statutory responsibilities, the principal functions of the Board encompass, *inter alia*, the following:

- Providing entrepreneurial leadership and setting the overall strategy and direction of the Group, taking into account environmental and social factors as part of its strategic formulation;
- Overseeing the Management of the Group’s business affairs, financial controls, performances and resource allocation;
- Approving the Group’s strategic plans, key business initiatives, acquisition and disposal of assets, significant investments and funding decisions and major corporate policies;
- Establishing a framework of prudent and effective controls and overseeing the processes of risk management, financial reporting and compliance, evaluating the adequacy of internal controls and safeguarding the shareholders’ interests and the Company’s assets;
- Setting of the Company’s values and standards (including ethical standards) and ensuring that obligations to shareholders and other stakeholders are understood and met;
- Considering sustainability issues, such as environmental and social factors, as part of its strategic formulation; and
- Being responsible for the corporate governance framework of the Group.

The Board provides shareholders with a balanced and clear assessment of the Group’s performance, position and prospects on a quarterly basis. All Directors have objectively discharged their duties and responsibilities at all times as fiduciaries in the interests of the Company.

CORPORATE GOVERNANCE REPORT

Board Committees

To assist the Board in the discharge of its responsibilities, the Board has established three Board Committees, namely, the Audit Committee (the “**AC**”), Nominating Committee (the “**NC**”) and Remuneration Committee (the “**RC**”). These committees function within clearly defined terms of reference and play an important role in ensuring good corporate governance in the Company and within the Group. The terms of reference are reviewed by the Board committees on a regular basis to ensure their continued relevance.

The Board will conduct at least four meetings a year to approve the quarterly financial results announcement and to oversee the business affairs of the Group. The schedule of all the Board and Board Committees meetings for the calendar year is usually given to all the directors well in advance. The Board is free to seek clarification and information from the Management on all matters within their purview. Ad-hoc meetings are also convened as and when the circumstances require.

In line with the recent changes of the Companies Act, all reference to Memorandum and Articles of Association will be superseded with Constitution and Regulations. The Company’s Constitution (the “**Constitution**”) provides for meetings of the Directors to be held by means of telephone conference or other methods of simultaneous communication by electronic or telegraphic means. The Board also approves transactions through circular resolutions, which are circulated to the Board together with all the relevant information to the proposed transaction.

The Board’s approval is required in matters such as major funding proposals, investment and divestment proposals, major acquisitions and disposals, corporate or financial restructuring, mergers and acquisitions, share issuance and dividends, acceptance of bank facilities, the release of the Group’s quarterly, half year and full year financial results and interested person transactions of a material nature. The Board ensures that new directors are familiarised with the Group’s businesses and corporate governance practices upon their appointments, to facilitate the effective discharge of their duties.

The Board and Board Committees meetings held during the financial year and the attendance of Directors at the meetings are set out as follows:

	Board	Board Committees		
		Audit Committee	Nominating Committee	Remuneration Committee
No. of meetings held	4	4	1	1
Name of Directors	No. of meetings attended			
Mr Cheng Buck Poh @ Chng Bok Poh	4	4*	1*	1*
Mr Cheng Yao Tong	3	3*	1*	1
Ms Cheng Li Hui	4	4*	–	–
Ms Cheng Li Chen	4	4*	1*	1*
Mr Tan Sim Cheng	4	4	1	1
Dr Low Seow Chay	4	4	1	1
Mr Chee Teck Kwong Patrick	4	4	1	1

* By invitation

CORPORATE GOVERNANCE REPORT

No new Director was appointed by the Company during the financial year ended 30 June 2016. Newly appointed Directors will be given letters explaining the terms of their appointment as well as their duties and obligations and will also be given briefings by the Management on the Company's business activities and its strategic directions. The Management will monitor new laws, regulations and commercial developments and will keep the Board informed accordingly. The Directors are encouraged to attend appropriate or relevant courses, conferences and seminars and receive training to improve themselves in the discharge of Directors' duties and responsibilities. The Directors are also kept abreast of any developments which are relevant to the Group, and of any developments of relevant new laws and regulations which have an important bearing on the Group and the Directors' obligations to the Group, from time to time.

New releases issued by the Singapore Exchange Securities Trading Limited (the "SGX-ST") and Accounting and Corporate Regulatory Authority ("ACRA"), which are relevant to the directors are circulated to the Board. The Company Secretary also informs the directors of upcoming conferences and seminars relevant to their roles as directors of the Company. The external auditors would update the AC and the Board on new and revised financial reporting standards annually.

1.2 Board Composition and Guidance

Principle 2: There should be a strong and independent element on the Board, which is able to exercise objective judgment on corporate affairs independently, in particular, from Management and 10% shareholders. No individual or small group of individuals should be allowed to dominate the Board's decision making

As of the date of this report, the Board comprises the following seven directors as follows:

Name of Director	Position held on the Board	Nature of Appointment
Mr Cheng Buck Poh @ Chng Bok Poh	Executive Chairman	Executive Director
Mr Cheng Yao Tong	Chief Executive Officer	Executive Director
Ms Cheng Li Hui	Deputy Chief Executive Officer	Executive Director
Mr Tan Sim Cheng	Non-Executive Deputy Chairman and Director	Non-Executive Director/Lead Independent
Ms Cheng Li Chen	Director	Non-Executive Director/ Non Independent
Dr Low Seow Chay	Director	Non-Executive Director/ Independent
Mr Chee Teck Kwong Patrick	Director	Non-Executive Director/ Independent

The Board has adopted the Code's criteria of an independent director in its review and is of the view that all independent non-executive directors have satisfied the criteria of independence. The NC confirms that the Independent Directors make up at least one-third of the Board.

CORPORATE GOVERNANCE REPORT

In view that the Chairman and the Chief Executive Officer (the “CEO”) are immediate family members and the Chairman is not an Independent Director, the Board noted that the Company is required to comply with the requirement for Independent Directors to make up at least half of the Board, and is in the midst of assessing and making transition arrangements to change the board composition. Although currently the independent directors do not make up half of the Board, there is a strong and independent judgement in the conduct of the Group’s affair and thus enabling Management to benefit from a diverse and objective external perspective on issues raised before the Board. Matters requiring the Board’s approval are discussed and deliberated with participation from each member of the Board. The decisions are based on collective decisions without any individual influencing or dominating the decision making process.

The size and composition of the Board is reviewed on an annual basis by the NC to ensure that the Board has the appropriate mix of expertise and experience, and collectively possesses the necessary core competencies for effective functioning and informed decision-making. The NC is of the view that the Board is of the appropriate size for decision making, with the right mix of skills and experience given the nature and scope of the Group’s operations. The Company will continually review its Board composition with a view to enhance corporate governance practices taking into account the Code.

The Independent Directors also communicate regularly to discuss matters such as the Group’s financial performance, corporate governance initiatives and the remuneration of the Executive Directors and senior management. The Independent Directors constructively challenge and help develop proposals and strategies; review the performance of the Management in meeting agreed goals and objectives and monitor the reporting of performance. When necessary, the Company co-ordinates informal meetings for non-executive and independent directors to meet without the presence of the executive directors and/or Management.

None of the Independent Directors has served on Board beyond nine years from the date of his/her appointment.

The profiles of the Directors are set out on pages 9 and 10 of this Annual Report.

1.3 Chairman and Chief Executive Officer

Principle 3: There should be a clear division of responsibilities between the leadership of the Board and the executives responsible for managing the company’s business. No one individual should represent a considerable concentration of power

There is a clear division of responsibilities at the top Management, with clearly defined lines of responsibility between the Board and executive functions of the management of the Company’s business.

The roles and responsibilities between the Chairman and the CEO are held by separate individuals. Mr Cheng Buck Poh @ Chng Bok Poh is our Executive Chairman (the “Chairman”) and Mr Cheng Yao Tong is our CEO. Mr Cheng Yao Tong is Mr Cheng Buck Poh @ Chng Bok Poh’s son.

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The Chairman is responsible for the charting and reviewing of the corporate directions and strategies for the Group. He is also responsible for, among others, the exercise of control over quantity, quality and timeliness of information flow between the Management and the Board. He, with the assistance of the Company Secretary or his representatives, ensures that the Board receives accurate, timely and clear information and there is effective communication with shareholders of the Company. He further ensures that the Board meetings are held as and when necessary and sets the Board's meeting agenda. He assists in ensuring compliance with the Group's guidelines on corporate governance and facilitating the effective contribution of the Non-Executive Directors. The Chairman also promotes a culture of openness and debate at the Board, encourages constructive relations, mutual respect and trust within the Board and between the Board and Management and facilitates the effective contribution of Non-Executive Directors.

The CEO oversees the Management and development of the Group's business, locally and overseas, and is also responsible for sales and marketing for the Group's business.

The performance of the Chairman and CEO are reviewed periodically by the NC and their remuneration packages are reviewed periodically by the RC. The Board also believes that there are sufficient safeguards and checks to ensure that the process of decision making by the Board is independent and based on collective decisions without any individual exercising any considerable concentration of power or influence. Furthermore, all the Board Committees are chaired by Independent Directors.

In view of the Chairman and the CEO are immediate family members and part of the executive management team, Mr Tan Sim Cheng, our Non-Executive Deputy Chairman has been appointed as our Lead Independent Director pursuant to the recommendation in Guideline 3.3 of the Code. The lead serves as a principal liaison on Board issues between the Independent Directors and the Chairman of the Board. The Lead Independent Director is available to shareholders who have concerns which contact through the normal channels of the Chairman, CEO, Executive Directors or Chief Financial Officer have failed to resolve or for which such contact is inappropriate.

Led by the Lead Independent Director, the Independent Directors are encouraged to meet periodically without the presence of the other Directors. The Lead Independent Director has provided feedback to the Chairman after such meetings.

Hence, the Board believes that notwithstanding the close family ties between the Company and the CEO, the current composition of the Board is able to make precise objective and prudent judgement on the Group's corporate affairs. This Board is of the view that there are sufficient safeguards and checks to ensure that the process of decision making by the Board is independent and are based on collective decisions without any individual exercising any considerable concentration of power of influence.

1.4 Board Membership

Principle 4: There should be a formal and transparent process for the appointment and re-appointment of directors to the Board

The Company has established a NC to, among other things, make recommendations to the Board, *inter alia*, on all Board appointments and re-appointments of Directors and oversees the Company's succession and leadership development plans.

CORPORATE GOVERNANCE REPORT

The NC comprises entirely of Independent Directors and the members of the NC are as follows:

Name of Director	Position held
Mr Chee Teck Kwong Patrick	Chairman
Mr Tan Sim Cheng	Member
Dr Low Seow Chay	Member

In accordance with the Code, the Chairman of the NC is independent and has no relationship with the Company, its related corporation, its shareholders with shareholdings of 10% or more in the voting shares of the Company or its officer. The Lead Independent Director is also a member of the NC.

The NC is regulated by its terms of reference and its key functions include:

- (i) the re-nomination of the Directors having regard to the Director's contribution and performance;
- (ii) identifying and nominating candidates for the approval of the Board, if required;
- (iii) determining annually the independence of each Director;
- (iv) recommending Directors who are retiring by rotation to be put forward for re-election;
- (v) assessing whether a Director is able to and has been adequately carrying out his/her duties as a Director of the Company, particularly when he/she has multiple Board representations;
- (vi) reviewing the training and professional development programs for the Board;
- (vii) assessing the effectiveness of the Board and its Board Committees; and
- (viii) ensuring that the Company has a succession plan for Executive Directors and key management personnel, in particular, the Chairman and CEO.

The NC's functions includes how the Board's performance is to be evaluated, subject to the approval of the Board, which addresses how the Board has enhanced long-term shareholders' value.

The Board also implements a process to be carried out by the NC for assessing the effectiveness of the Board and its Board Committees. Each member of the NC shall abstain from voting on any resolutions in respect of the assessment of his/her performance or re-nomination as Director.

CORPORATE GOVERNANCE REPORT

The initial appointment date and the date of last re-election of the Directors are set out below:

Name of Director	Date of initial appointment	Date of last re-election as Director
Mr Cheng Buck Poh @ Chng Bok Poh Executive Chairman	12 September 1998	19 October 2015
Mr Tan Sim Cheng Non-Executive Deputy Chairman and Lead Independent Director	5 June 2008	19 October 2015
Mr Cheng Yao Tong Chief Executive Officer	3 January 2012	19 October 2015
Ms Cheng Li Hui Deputy Chief Executive Officer	11 May 2010	22 October 2013
Ms Cheng Li Chen Non-Executive Director	17 October 2007	19 October 2015
Dr Low Seow Chay Independent Director	5 June 2008	23 October 2014
Mr Chee Teck Kwong Patrick Independent Director	5 June 2008	23 October 2014

Despite some of the directors having multiple board representations, the NC is satisfied that these directors are able to and have adequately carried out their duties as directors of the Company, after taking into the consideration the number of listed company board representations and other principal commitments. Currently, the Board has not determined the maximum number of listed Board representations which any director may hold. The NC and the Board will review the requirement to determine the maximum number of listed Board representations as and when it deemed fits.

With reference to the Code Guideline 4.5, the NC does not have a practice of appointing alternate directors to independent directors except for limited periods in exceptional cases such as when a director has a medical emergency. There were no alternate Directors appointed in this financial year end.

The Regulations of the Company require the number nearest to one-third of the Directors to retire by rotation and subject themselves to re-election by the shareholders in every Annual General Meeting (“AGM”) of the Company. In addition, all Directors of the Company shall retire from office once every three years. It was also provided in the Regulations that additional Directors appointed during the year shall only hold office until the next AGM of the Company and are subject to re-election by the shareholders.

CORPORATE GOVERNANCE REPORT

The Board has accepted the NC's nominations of the retiring Directors who have given their consents for re-election at the forthcoming AGM of the Company. The retiring Directors are Mr Cheng Buck Poh, Mr Tan Sim Cheng and Ms Cheng Li Hui, who will retire pursuant to Regulation 93 of the Constitution of the Company. A retiring Director is eligible for re-election by the shareholders of the Company at the AGM, and prior to nominating a retiring Director for re-election, the NC will evaluate the Director's contribution and performance taking into consideration factors such as attendance, preparedness, participation and any other factors as may be determined by the NC.

Each member of the NC shall abstain from voting on any resolutions and making recommendations and/or participating in any deliberations of the NC in respect of his re-nomination as a director.

1.5 Board Performance

Principle 5: There should be a formal annual assessment of the effectiveness of the Board as a whole and its Board Committees and the contribution by each director to the effectiveness of the Board

The review of the Board's performance is conducted by the NC annually. The NC is guided by its written terms of reference which set out its responsibility for assessing the Board's effectiveness as a whole and its Board Committees. The Board, through the delegation of its authority to the NC, has used its best efforts to ensure that Directors appointed to the Board possess the background, experience and knowledge in technology, business, finance and management skills critical to the Company's business and that each Director, with his/her special contributions, brings to the Board an independent and objective perspective to enable balanced and well-considered decisions to be made.

With regard to the collective appraisal of the Board, each Director assesses the Board's performance as a whole and its Board Committees and provides the feedback to the NC. In reviewing the Board's effectiveness as a whole and its Board Committees, the NC takes into account feedback from the Board members as well as the Director's individual skills and experience. The NC also considers the guidelines set out in the Code for the evaluation and assessment of the performance of the Board as a whole and its Board Committees in achieving strategic objectives. The NC has developed a process of evaluation of performance of individual director through establishment of quantifiable performance criteria taken into consideration the extent of their attendance, participation and contributions in the proceedings of the meetings to be adopted for the next financial year.

The NC, in considering the re-nomination and re-appointment of any director, had considered the attendance records for the meetings of the Board and its Board committees, the intensity of participation at meetings, the quality of contributions to the development of strategy, the degree of preparedness, industry and business knowledge and experience each director possesses, which are crucial to the Group's business. The selected performance criteria will not change from year to year unless they are deemed necessary and the Board is able to justify the changes.

During the financial year, the NC had met to discuss and assess the evaluation of the Board's performance as a whole and its Board Committees and the results of the assessment had been communicated to and accepted by the Board.

CORPORATE GOVERNANCE REPORT

1.6 Access to Information

Principle 6: In order to fulfill their responsibilities, directors should be provided with complete, adequate and timely information prior to board meetings and on an on-going basis so as to enable them to make informed decisions to discharge their duties and responsibilities

The Company recognises the importance of continual dissemination of relevant information which is explicit, accurate, timely and vital to the Board in carrying out its duties. As such, the Board expects the Management to report the Company's progress and drawbacks in meeting its strategic business objectives or financial targets and other information relevant to the strategic issues encountered by the Company, in a timely and accurate manner.

In exercising their duties, the Directors have unrestricted access to the Company's Management, Company Secretary and independent auditors. Under the direction of the Chairman, the Company Secretary ensures good information flow within the Board and its Board Committees and between Management and Non-Executive Directors. The Company Secretary and/or his representatives attend all Board meetings and Board Committee meetings and assist the Chairman of the Board Committees in ensuring that the relevant procedures are followed and reviewed such that the Board and Board Committees function effectively. The decision to appoint or remove the Company Secretary is a decision made by the Board as a whole.

Each Director has the right to seek independent legal and other professional advice, at the Company's expense, concerning any aspect of the Group's operations or undertakings in order to fulfill their duties and responsibilities as Directors.

2. REMUNERATION MATTERS

2.1 Procedures for Developing Remuneration Policies

Principle 7: There should be a formal and transparent procedure for developing policy on executive remuneration and for fixing the remuneration packages of individual directors. No director should be involved in deciding his own remuneration

The Group's remuneration policy is to provide compensation packages at market rates, which reward successful performance and attract, retain and motivate directors and key management personnel.

The RC comprises entirely of Independent Directors and the members of the RC are as follows:

Name of Director	Position Held
Dr Low Seow Chay	Chairman
Mr Tan Sim Cheng	Member
Mr Chee Teck Kwong Patrick	Member

CORPORATE GOVERNANCE REPORT

The RC is regulated by its terms of reference and has access to independent professional advice, if necessary. The responsibilities of the RC are as follows:

- (i) to review and recommend to the Board a general framework of remuneration for the Directors and key management personnel, including those employees related to the Executive Directors and controlling shareholders of the Group, and determine specific remuneration packages for each Executive Director, senior Management or key management personnel;
- (ii) to carry out its duties in the manner deemed effective, subject always to any regulations or restrictions that may be imposed upon the RC by the Board from time to time; and
- (iii) ensure that all aspects of remuneration are covered, taking into consideration Principle 8 and Guidelines 8.1 to 8.4 of the Code, that the remuneration packages are comparable within the industry and comparable companies; and shall include a performance-related element with appropriate and meaningful measures of assessing performance. The remuneration packages of employees related to Executive Directors and controlling shareholders of the Group are in line with the Group's staff remuneration guidelines and commensurate with their respective job scopes and levels of responsibility.

The RC has access to expert advice inside and/or outside the Company with regard to remuneration matters. No individual Director shall be involved in deciding his/her own remuneration.

All aspects of remuneration, including but not limited to Directors' fees, salaries, allowances, bonuses and other benefits-in-kind shall be covered by the RC. Each member of the RC shall abstain from voting on any resolutions in respect of his/her remuneration package. The RC recommendations are submitted for endorsement by the entire Board.

The RC, in considering the remuneration of all Directors, has not sought external advice nor appointed remuneration consultants for the financial year ended 30 June 2016. The Directors' fees to be paid to the Directors are subject to shareholders' approval at the forthcoming AGM.

In reviewing the service agreements of the Executive Directors and key management personnel of the Company, the RC will review the Company's obligations arising in the event of termination of these service agreements, to ensure that such service agreements contain fair and reasonable termination clauses which are not overly generous. The RC aims to be fair and avoid rewarding poor performance.

CORPORATE GOVERNANCE REPORT

2.2 Level and Mix of Remuneration

Principle 8: The level and structure of remuneration should be aligned with the long-term interest and risk policies of the company, and should be appropriate to attract, retain and motivate (a) the directors to provide good stewardship of the company, and (b) key management personnel to successfully manage the company. However, companies should avoid paying more than is necessary for this purpose

In setting remuneration packages, the Company takes into account pay and employment conditions within the same industry and comparable companies, as well as the Group's relative performance and risk policies of the Company and the performance of individual Directors.

The Independent and Non-Executive Directors receive Directors' fees, in accordance with their contribution, taking into account factors such as effort, time spent, responsibilities of the Directors and the necessity to pay competitive fees to attract, motivate and retain such Independent and Non-Executive Directors. Directors' fees are recommended by the Board for approval by the shareholders at the AGM of the Company. Non-Executive Directors are not be over-compensated to the extent that their independence may be compromised.

The service agreements entered into with the three Executive Directors, namely, (1) Mr Cheng Buck Poh @ Chng Bok Poh, is for a period of three years effective from 28 August 2011 and will continue for a further term of three years unless otherwise terminated by either party upon giving not less than three months' notice in writing to the other; and (2) Mr Cheng Yao Tong and (3) Ms Cheng Li Hui, are renewed for a minimum term of three years with effect from 3 January 2015 and unless otherwise terminated by either party, giving not less than six months' notice in writing to the other, or in lieu of such notice, six months' salary based on the Executive Director's last drawn monthly salary.

The Group has also previously entered into various letters of employment with all of the Executive Officers. Such letters typically provide for the salaries payable to the Executive Officers, their working hours, annual leave, medical benefits, grounds of termination and certain restrictive covenants.

The Company does not use contractual provisions to allow the Company to reclaim incentive components of remuneration from Executive Directors and key management personnel in exceptional circumstances of misstatement of financial results or misconduct resulting in financial loss to the Company. The Executive Directors owe a fiduciary duty to the Company. The Company should be able to avail itself to remedies against the Executive Directors in the event of such breach of fiduciary duties.

CORPORATE GOVERNANCE REPORT

2.3 Disclosure on Remuneration

Principle 9: Every company should provide clear disclosure of its remuneration policies, level and mix of remuneration, and the procedure for setting remuneration, in the company's Annual Report. It should provide disclosure in relation to its remuneration policies to enable investors to understand the link between remuneration paid to directors and key management personnel, and performance

The breakdown of remuneration of the Directors of the Company, in percentage terms showing the level and mix, for the financial year ended 30 June 2016 falling within the broad bands are set out below:

The Board believes that it is for the benefit of the Company and the Group that the remuneration of the Directors due to its sensitive nature and the long-term performance of the Group, especially in a highly competitive industry. Similarly, the remuneration of the top key management personnel was shown in bands of S\$250,000 due to the Company's concern over poaching of these key management personnel by competitors.

Name of Directors	Salary	Variable Bonus	Directors' Fees	Benefits	Total
	%	%	%	%	%
\$750,000 to \$1,000,000					
Mr Cheng Buck Poh @ Chng Bok Poh	49	50	–	1	100
Mr Cheng Yao Tong	52	47	–	1	100
\$500,000 to \$750,000					
Ms Cheng Li Hui	55	41	–	4	100
Below \$250,000					
Ms Cheng Li Chen	–	–	100	–	100
Mr Tan Sim Cheng	–	–	100	–	100
Dr Low Seow Chay	–	–	100	–	100
Mr Chee Teck Kwong Patrick	–	–	100	–	100

The Company's staff remuneration policy is based on individual's rank and role, its individual performance, Company's performance and industry benchmarking gathered from companies in comparable industries.

CORPORATE GOVERNANCE REPORT

Details of remuneration paid to key management personnel of the Group (who are not Directors), in percentage terms showing the level and mix, for the financial year ended 30 June 2016 are set out below:

Top 2 Management Personnel of the Group

Names	Salary (%)	Bonus (%)	Other Benefits (%)	Total (%)
\$250,000 to \$500,000				
Ms Cheng Wee Ling	48	48	4	100
Below \$250,000				
Mr Yow Hon Meng, Jason	88	11	1	100

The aggregate total remuneration paid to the top two key management personnel (who are not directors or the CEO) for the year ended 30 June 2016 is approximately S\$500,000.

Our CEO, Mr Cheng Yao Tong, our Deputy Chief Executive Officer, Ms Cheng Li Hui and our Non-Executive Director, Ms Cheng Li Chen are the children of Mr Cheng Buck Poh @ Chng Bok Poh. In addition, Ms Cheng Wee Ling, the Managing Director of Tele-Centre Services Pte Ltd is the daughter of Mr Cheng Buck Poh @ Chng Bok Poh.

Save as disclosed, no employee of the group who is an immediate family member of any Director or the CEO or a controlling shareholder and whose remuneration exceeds S\$50,000 during the financial year ended 30 June 2016. ("Immediate family member" refers to the spouse, child, adopted child, step-child, brother, sister or parent).

The Company has no employee share option schemes or other long-term incentive scheme in place and will consider it as and when it deemed necessary.

3. ACCOUNTABILITY AND AUDIT

3.1 Accountability

Principle 10: The Board should present a balanced and understandable assessment of the company's performance, position and prospects

The Board believes that it should conduct itself in ways that deliver maximum sustainable value to its shareholders. Timely releases of the Group's financial results and all significant information to shareholders as well as the prompt fulfillment of statutory requirements to provide shareholders' confidence and trust in the Board's capability and integrity.

CORPORATE GOVERNANCE REPORT

The Board is supported by Board Committees with certain areas of responsibilities and the provision of a continual flow of relevant information on a timely basis by the Management enables the Board to effectively discharge its duties.

The Management is responsible to the Board and the Board itself is accountable to the shareholders. AGMs are held every year to obtain shareholders' approval for routine business, as well as the election of Directors.

The Board has undertaken measures to ensure compliance with its statutory responsibilities and any relevant legislative and regulatory requirements. The Board also ensures that the principal risks of the Company's business are identified and appropriately managed.

The Directors and key management personnel have provided undertakings of compliance with the requirements of the SGX-ST in accordance with Rule 720(1) of the Listing manual.

3.2 Risk Management and Internal Controls

Principle 11: The Board is responsible for the governance of risk. The Board should ensure that Management maintains a sound system of risk management and internal controls to safeguard shareholders' interests and the company's assets, and should determine the nature and extent of the significant risks which the Board is willing to take in achieving its strategic objectives

The Board recognizes the importance of sound internal controls and risk management practices. The Board is responsible for the overall internal control framework, but acknowledges that no cost-effective internal control system will preclude all errors and irregularities.

The internal controls in place will address the financial, operational (including information technology) and compliance risks and the objectives of these controls are to provide reasonable assurance that there are no material financial misstatements or material loss, there are maintenance of proper accounting records, financial information are reliable and assets are safeguarded.

An Enterprise Risk Management ("ERM") programme has been implemented to identify, prioritise, assess, manage and monitor key risks. The risk management process in place covers, *inter alia*, financial, operational (including information technology) and compliance risks faced by the Group, as well as assess its risk management systems. Key risks identified are deliberated by Senior Management and reported to the AC. The AC reviews the adequacy and effectiveness of the ERM programme against identified key risks vis-à-vis changes in the Group's operating environment.

Complementing the ERM programme is a Group-wide system of internal controls, which includes documented policies and procedures, proper segregation of duties, approval procedures and authorities, as well as checks-and-balances built into the business processes.

To ensure that internal controls and risk management processes are adequate and effective, the AC is assisted by various independent professional service providers. External auditors provide assurance over the risk of material misstatements in the Group's financial statements. The assistance of the internal and external auditors

CORPORATE GOVERNANCE REPORT

has enabled the AC to carry out assessments of the effectiveness of the key internal controls during the year. Any material non-compliance or weaknesses in internal controls or recommendations from the internal and external auditors to further improve the internal controls were reported to the AC. The AC will also follow up on the actions taken by the Management on the recommendations made by the internal and external auditors. Based on the reports submitted by the internal and external auditors received by the AC and the Board, nothing material has come to the attention of the AC and the Board to cause the AC and the Board to believe that the internal controls and risk management processes are not satisfactory for the type and size of business conducted.

The Board has received assurances from the Executive Directors, the Chief Executive Officer and the Chief Financial Officer (“CFO”) of the Company that (a) the financial records have been properly maintained and the financial statements give a true and fair view of the Group’s operations and finances; and (b) the Group’s risk management and internal control systems are sufficiently effective.

Based on the internal controls established and maintained by the Group, work performed by the internal and external auditors, and reviews performed by Management, the Board with the concurrence of the AC, is of the opinion that the Group’s system of internal controls and risk management procedures in addressing the financial, operational, compliance and information technology controls and risk management systems maintained by the Group during the year are adequate and effective as at 30 June 2016.

3.3 Audit Committee

Principle 12: The Board should establish an AC with written terms of reference which clearly set out its authority and duties

The AC comprises entirely of Independent Directors and the members of the AC are as follows:

Name of Director	Position held
Mr Tan Sim Cheng	Chairman
Dr Low Seow Chay	Member
Mr Chee Teck Kwong Patrick	Member

The members of the AC have many years of expertise and experience in accounting, legal, business and financial management. The Board considers the members of the AC appropriately qualified to discharge the responsibilities of the AC.

The AC is regulated by its terms of reference and its key functions include:

- (i) to review the audit plans of the internal auditors and external auditors of the Company with the CFO, the internal auditors’ evaluation of the adequacy of the Company’s system of accounting controls and the co-operation given by the Company’s Management to the internal auditors and external auditors;
- (ii) to review significant financial reporting issues and judgments with the CFO and the external auditors so as to ensure the integrity of the financial statements of the Company and any formal announcements relating to the Group’s financial performance, before submission to the Board;

CORPORATE GOVERNANCE REPORT

- (iii) to review the adequacy and effectiveness of the Company's material internal controls with the CFO, including financial, operational (including information technology) and compliance controls and risk management via reviews carried out by the internal auditors;
- (iv) to review the effectiveness of the Company's internal audit functions;
- (v) to meet with the external auditors, other Board Committees and the Management in separate sessions to discuss any matters that these groups believe should be discussed privately with the AC;
- (vi) to review legal and regulatory matters with the CFO and the external auditors that may have a material impact on the financial statements, related compliance policies and programmes and any reports received from regulators;
- (vii) to review the co-operation given by the Management to the auditors;
- (viii) to consider the appointment and re-appointment of the external auditors and internal auditors;
- (ix) to review the cost effectiveness and the independence and objectivity of the external auditors;
- (x) to review the nature and extent of non-audit services provided by the external auditors;
- (xi) to recommend to the Board the external auditors to be nominated, to approve the compensation of the external auditors and to review the scope and results of the audit;
- (xii) to report actions and minutes of the AC to the Board with such recommendations as the AC considers appropriate;
- (xiii) to review interested person transactions in accordance with the requirements of the Listing Manual of the SGX-ST; and
- (xiv) to generally undertake such other functions and duties, as may be required by statute or the Listing Manual of the SGX-ST and by such amendments made thereto from time to time.

The AC has full access to and co-operation of the Management, external auditors and internal auditors. It also has full discretion to invite any Director and Executive Officer to attend its meetings. The AC has adequate resources to enable it to discharge its responsibilities properly.

Each member of the AC shall abstain from voting on any resolutions and making any recommendations and/or participating in any deliberations of the AC in respect of matters in which he is interested.

The external auditors have unrestricted access to the AC. Both the external auditors and internal auditors report directly to the AC in respect of their findings and recommendations. In the year, the AC met with the external auditors separately without the presence of the Management. The AC reviews the findings from the auditors and the assistance given to the auditors by the Management.

CORPORATE GOVERNANCE REPORT

The AC, having reviewed the scope and value of non-audit services provided to the Group by the external auditors, is satisfied that there are no such services provided, thus will not prejudice and affect the independence and objectivity of the external auditors. The audit and non-audit fees paid/payable to the external auditors for the financial year ended 30 June 2016 were S\$143,500 and S\$ nil respectively.

The Company has complied with Rules 715 of the Listing Manual of the SGX-ST as all principal subsidiaries of the Company are audited by Messrs Ernst & Young LLP, for the purposes of the consolidated financial statements of the Group.

The AC will undertake a review of the scope of services provided by the external auditors, the independence and the objectivity of the external auditors on annual basis. Messrs Ernst & Young LLP, the external auditors of the Company, has confirmed that they are a Public Accounting Firm registered with ACRA and provided a confirmation of their independence to the AC. The AC had assessed the external auditors based on factors such as performance, adequacy of resources and experience of their audit engagement partner and auditing team assigned to the Group's audit, given the size and complexity of the Group. Accordingly, the AC is satisfied that Rule 712 of the Listing Manual of the SGX-ST is complied with and has recommended the Board that Messrs Ernst & Young LLP be nominated for re-appointment as external auditors at the forthcoming AGM of the Company.

In July 2010, the Singapore Exchange Limited and ACRA had launched the "Guidance to Audit Committees on Evaluation of Quality of Work performed by External Auditors" which aims to facilitate the AC in evaluating the external auditors. Accordingly, the AC had evaluated the performance of the external auditors based on the key indicators of audit quality set out in the guidance.

Changes to accounting standards and accounting issues which have a direct impact on the financial statements were reported to the AC and highlighted by the external auditors in their meetings with the AC. No former partner or director of the Company's existing auditing firm has acted as a member of the AC.

The AC had reviewed, approved and implemented a Whistle Blowing Policy whereby staff of the Group may, in confidence, raise concerns about possible improprieties in matter of financial reporting or other matters. The policy includes arrangements for independent investigation and appropriate follow-up of such matters. As at the date of this report, there was no report received through the whistle-blowing mechanism.

3.4 Internal Audit

Principle 13: The Company should establish an effective internal audit function that is adequately resourced and independent of the activities it audits

The Company had outsourced its internal audit functions to the independent internal auditors ("IA"), PricewaterhouseCoopers LLP for the financial year ended 30 June 2016. The internal audit plan is submitted to the AC for approval prior to the commencement of the internal audit work. The IA reviews the effectiveness of key internal controls in accordance with the internal audit plan and presents the internal audit reports to the Board. The IA is adequately resourced with competent professionals and reported directly to the AC and assists the AC in overseeing and monitoring the implementation and improvements required on internal control weaknesses identified.

CORPORATE GOVERNANCE REPORT

The AC reviews and approves the annual internal audit plans and reviews the scope and results of internal audit procedures issued by the IA.

The AC reviews the adequacy and effectiveness of the internal audit function annually and as and when the circumstances require.

4. SHAREHOLDERS RIGHTS AND RESPONSIBILITIES

4.1 Shareholder Rights

Principle 14: Companies should treat all shareholders fairly and equitably, and should recognize, protect and facilitate the exercise of shareholders' rights and continually review and update such governance arrangements

In line with the continuous disclosure obligations of the Company pursuant to the Listing Rules of the SGX-ST and the Singapore Companies Act, Chapter 50, it is the Board's policy to ensure that all shareholders are informed regularly and on a timely basis of every significant development that has an impact on the Group.

All the shareholders of the Company receive annual reports together with the notice of AGM by post, published in a newspaper and via SGXNet within the mandatory period. Besides that, all shareholders also will receive the relevant circular together with the notice of Extraordinary General Meeting ("**EGM**") by post, published in a newspaper and via SGXNet. Accompanying the notice of AGM and EGM, a copy of the proxy form is attached for the shareholders, so that the shareholders may appoint maximum of up to two proxies to attend, vote and question the Board and Management, for an on behalf of the shareholders who are not able to attend the general meetings personally.

In view of the above, all the shareholders are given an opportunity to participate effectively and vote at the general meetings.

4.2 Communications with Shareholders

Principle 15: Companies should actively engage their shareholders and put in place an investor relations policy to promote regular, effective and fair communication with shareholders

The Company adopts the practice of providing adequate and timely disclosure of material information to its shareholders. Where there is an inadvertent disclosure made to a selected group, the Company will make the same disclosure publicly as soon as practicable.

Pertinent information is communicated to shareholders on a regular and timely basis through the following means:

- Results and annual reports are announced or issued within the mandatory period;

CORPORATE GOVERNANCE REPORT

- Material information are disclosed in a comprehensive, accurate and timely manner via SGXNet and the press; and
- Company's general meetings.

The Company does not practice selective disclosure, price sensitive information is first publicly released through SGXNet prior to the Company meeting with any investors or analysts. All shareholders of the Company will receive the Annual Report with notice of AGM.

The Company does not have any dividend policy in place. The issue of payment of dividends is deliberated by the Board annually having regard to various factors.

4.3 Conduct of Shareholder Meetings

Principle 16: Companies should encourage greater shareholder participation at general meetings of shareholders, and allow shareholders the opportunity to communicate their views on various matters affecting the company

Our shareholders are encouraged to attend the AGM to ensure a high level of accountability and to be updated on the Company's strategies and goals. Notice of the AGM is dispatched to shareholders, together with explanatory notes or a circular on items of special businesses (if necessary), at least fourteen clear calendar days before the meeting. The Board welcomes questions from shareholders who wish to raise issues, either informally or formally before or during the AGM. Voting procedures and rules that govern general meetings of shareholders are clearly disclosed to the shareholders in the AGM. The Chairman of the AC, NC and RC are normally present and available to address questions relating to the work of their respective committees at general meetings. Furthermore, the external auditors are present to assist our Board in addressing any relevant queries by our shareholders.

The Company's Constitution allows corporations and members of the Company to appoint one (1) or two (2) proxies to attend and vote at general meetings. A Relevant Intermediary¹ may appoint more than 2 proxies, but each proxy must be appointed to exercise the rights attached to a different share or shares held by him (which number and class of shares shall be specified). An investor who holds shares under the Central Provident Fund Investment Scheme ("**CPF Investor**") and/or the Supplementary Retirement Scheme ("**SRS Investor**") (as may be applicable) may attend and cast his vote(s) at the Meeting in person.

¹ A Relevant Intermediary is:

- a banking corporation licensed under the Banking Act (Cap. 19) or a wholly-owned subsidiary of such a banking corporation, whose business includes the provision of nominee services and who holds shares in that capacity; or
- a person holding a capital markets services licence to provide custodial services for securities under the Securities Futures Act (Cap. 289) and who holds shares in that capacity; or
- the Central Provident Fund Board established by the Central Provident Fund Act (Cap. 36), in respect of shares purchased under the subsidiary legislation made under that Act providing for the making of investments from the contributions and interest standing to the credit of members of the Central Provident Fund, if the Board holds those shares in the capacity of an intermediary pursuant to or in accordance with that subsidiary legislation.

CORPORATE GOVERNANCE REPORT

CPF and SRS Investors who are unable to attend the Meeting but would like to vote, may inform their CPF and/or SRS Approved Nominees to appoint the Chairman of the Meeting to act as their proxy, in which case, the CPF and SRS Investors shall be precluded from attending the Meeting.

Every matter requiring shareholders' approval is proposed as a separate resolution at the general meeting to address each distinct issue and all the resolutions to vote by poll. The Company has implemented the system of voting by poll at its upcoming AGM. Results of each resolution put to vote at the AGM will be announced with the detailed voting results, including the total number and/or percentage of votes cast for or against each resolution tabled in the AGM, were announced immediately at the AGMs and via SGXNet.

Each item of special business included in the notice of the meeting is accompanied, where appropriate, by an explanation for the proposed resolution. Separate resolutions are proposed for substantially separate issues at the meeting.

The Company Secretary prepares minutes of general meetings that include substantial and relevant comments or queries from shareholders relating to the agenda of the meeting, and responses from the Board and Management. These minutes are available to shareholders upon their request.

ADDITIONAL INFORMATION

5. DEALING IN SECURITIES

The Company has adopted and ensured compliance with the Rule 1207(19) of the Listing Manual of the SGX-ST with regards to dealings in the Company's securities by its Directors and officers. The Company, Directors and its officers are prohibited from dealing in the securities of the Company during the period commencing two weeks immediately preceding the announcement of the Company's quarterly financial results and one month immediately preceding the announcement of the Company's full year financial results and ending on the date of the announcement of such results on the SGX-ST, or when they are in possession of any unpublished price sensitive information of the Group.

In addition, the Company, Directors, key management personnel and employees are expected to observe insider trading laws at all times even when dealing in securities within the permitted trading period. They are also discouraged from dealing in the Company's shares on short term considerations.

6. MATERIAL CONTRACTS

Since the end of the previous year, no Director of the Company has received or become entitled to receive a benefit by reason of a contract made by the Company or a related corporation with the director, or with a firm of which the Director is a member, or with a Company in which the Director has a substantial financial interest, except that Cheng Buck Poh @ Chng Bok Poh, Cheng Yao Tong and Cheng Li Hui have employment relations with the subsidiary companies, and Cheng Li Chen has contractual relations as a consultant with subsidiary companies. They have received remuneration in those capacities. In addition, Cheng Li Chen and Cheng Li Hui

CORPORATE GOVERNANCE REPORT

have entered into lease agreements with a subsidiary company to rent two residential properties to house the subsidiary company's employees.

Save as disclosed, there were no other material contracts entered into by the Company or any of its subsidiaries, involving the interests of the CEO, any Director or the controlling shareholder subsisting at the end of the financial year ended 30 June 2016.

7. INTERESTED PERSON TRANSACTIONS

The Company has established procedures to ensure that all transactions with interested persons are reported in a timely manner to the AC and those transactions are carried out on normal commercial terms and are not prejudicial to the interests of the shareholders.

Save as disclosed in item 6 under Material Contracts, there were no interested person transactions equal to or exceeding S\$100,000 in aggregate between the Company and any of its interested persons subsisting for the year ended 30 June 2016.

Prior to entering into an interested person transactions by the Group, the Board and the AC will review such a transaction to ensure that the relevant rules under Chapter 9 of the Listing Manual of the SGX-ST are complied with.

8. RISK MANAGEMENT

The Company does not have a Risk Management Committee. However, to ensure that internal controls and risk management processes are adequate and effective, the AC is assisted by various independent professional service providers. The Management regularly reviews the Company's business and operational activities to identify areas of significant business risks as well as appropriate measures to control and mitigate these risks. The Management reviews all significant control policies and procedures and highlights all significant matters to the Directors and the AC.

Information relating to the significant risk management policies are set out on pages 90 to 93 of this Annual Report.

9. SHARE CONSOLIDATION

During the quarter ended 30 September 2015, the Company undertook a share consolidation of every two (2) existing shares in the share capital of the Company into one (1) consolidated shares, which was approved by the shareholders at the Extraordinary General Meeting of the Company held on 19 October 2015 (the "**Share Consolidation**"). Following the completion of the Share Consolidation, which became effective on 25 November 2015, the total number of issued shares of the Company excluding treasury shares as at 30 June 2016 was 204,609,397 after disregarding any fractions of a consolidated share arising from the Share Consolidation.

CORPORATE GOVERNANCE REPORT

10. UTILISATION OF WARRANT ISSUE PROCEEDS

2012 Warrants

On 7 January 2013, the Company had allotted and issued 81,114,750 Warrants and raised net proceeds of \$3.9 million for business expansion and working capital.

Further to the completion of the above Share Consolidation, the Company has made following adjustments to the 2012 Warrants on the same date:

- a. on the basis that two (2) 2012 Warrants will be consolidated into one (1) Consolidated 2012 Warrant.
- b. the existing exercise price of each Consolidated 2012 Warrant will be adjusted from S\$0.13 to S\$0.26.
- c. each Consolidated 2012 Warrant shall carry the right to receive one (1) Consolidated Share.

As at 30 June 2016, the Group had applied S\$0.5 million of the proceeds for business expansion and S\$3.4 million as working capital in accordance with the announcement dated 4 January 2013.

From 7 January 2013 to 30 June 2016, 78,502,500 2012 Warrants and 30,500 Consolidated 2012 Warrants were exercised for 78,502,500 new shares and 30,500 new Consolidated Shares. The Group has raised net proceeds of about \$10.2 million, which was used to acquire property, plant and equipment for business expansion.

2013 Warrants

On 16 May 2014, the Company had allotted and issued 200,990,250 2013 Warrants and raised net proceeds of S\$13,000 for general working capital. The amount was applied in accordance with the announcement dated 9 May 2014.

Further to the completion of the above Share Consolidation, the Company has made following adjustments to the 2013 Warrants on the same date:

- a. on the basis that two (2) 2013 Warrants will be consolidated into one (1) Consolidated 2013 Warrant.
- b. the existing exercise price of each Consolidated 2013 Warrant will be adjusted from S\$0.33 to S\$0.66.
- c. each Consolidated 2013 Warrant shall carry the right to receive one (1) Consolidated Share.

From 16 May 2014 to 30 June 2016, 6,196,359 2013 Warrants were exercised for 6,196,359 new shares. The Company raised net proceeds of approximately S\$2.0 million, which was set aside for investment purposes, business expansion purposes, working capital and/or such other purposes as the Directors may deem fit.

CORPORATE GOVERNANCE REPORT

11. PROPERTIES OWNED BY THE GROUP

The Group owns the following properties:

Location	Use	Land area/ Built in-area (sq m) (approximately)	Tenure
12 Tuas Drive 1 Singapore 638679	Warehousing, dormitory and office premises	5,742/5,409	30 years commencing 1 July 2012, subject to terms and conditions of JTC
9 Tuas Avenue 1 Singapore 639494	Warehousing, dormitory and office premises	4,703/4,334	30 years with an additional 30 years, commencing 1 August 1993
47 Tuas View Circuit Singapore 637357	Warehousing and office premises	24,164/17,008	30 years commencing 15 December 2007, subject to terms and condition of JTC building agreement between JTC and Hai Leck Engineering (Private) Ltd dated 30 May 2008 being complied with
40 Tuas West Road Singapore 638389	Warehousing and office premises	33,868/16,058	28 years and 7 months commencing 1 May 1997 to 31 December 2025

DIRECTORS' STATEMENT

The Directors are pleased to present their statement to the members together with the audited consolidated financial statements of Hai Leck Holdings Limited (the “**Company**”) and its subsidiary companies (collectively the “**Group**”) and the balance sheet and statement of changes in equity of the Company for the financial year ended 30 June 2016.

Opinion of the Directors

In the opinion of the Directors,

- (a) the accompanying balance sheets, consolidated income statement, consolidated statement of comprehensive income, statements of changes in equity and consolidated cash flow statement together with notes thereto, are drawn up so as to give a true and fair view of the financial position of the Group and of the Company as at 30 June 2016, and the financial performance, changes in equity and cash flows of the Group and the changes in equity of the Company for the year ended on that date; and
- (b) at the date of this statement there are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due.

Directors

The Directors of the Company in office at the date of this statement are:

Cheng Buck Poh @ Chng Bok Poh
Cheng Yao Tong
Cheng Li Hui
Cheng Li Chen
Tan Sim Cheng
Low Seow Chay
Chee Teck Kwong Patrick

Arrangements to enable Directors to acquire shares and debentures

Except as described below, neither at the end of nor at any time during the financial year was the Company a party to any arrangement whose objects are, or one of whose object is, to enable the Directors of the Company to acquire benefits by means of the acquisition of shares or debentures of the Company or any other body corporate.

DIRECTORS' STATEMENT

Directors' interests in shares, warrants and debentures

The following Directors, who held office at the end of the financial year, had, according to the register of Directors' shareholdings required to be kept under Section 164 of the Singapore Companies Act, Chapter 50, an interest in shares and warrants of the Company, as stated below:

Name of Director	Direct interest as at			Deemed interest as at		
	1 July 2015	30 June 2016	21 July 2016	1 July 2015	30 June 2016	21 July 2016
	After Share and Warrant Consolidation on 25/11/2015			After Share and Warrant Consolidation on 25/11/2015		
The Company Ordinary shares						
Cheng Buck Poh @ Chng Bok Poh	184,932,500	92,466,250	92,466,250	156,000,000	78,000,000	78,000,000
Low Seow Chay	541,000	270,500	270,500	72,000	36,000	36,000
Tan Sim Cheng	187,500	93,750	93,750	–	–	–
Chee Teck Kwong Patrick	125,000	62,500	62,500	–	–	–

Cheng Buck Poh @ Chng Bok Poh is deemed to have an interest in the shares of the Company's subsidiary companies in proportion to the Company's interest in the subsidiary companies by virtue of his interest in more than 20% of the issued share capital of the Company as provided by Section 7 of the Companies Act, Chapter 50.

Name of Director	Direct interest as at			Deemed interest as at		
	1 July 2015	30 June 2016	21 July 2016	1 July 2015	30 June 2016	21 July 2016
	After Share and Warrant Consolidation on 25/11/2015			After Share and Warrant Consolidation on 25/11/2015		
The Company Warrants to subscribe for ordinary shares						
<u>2013 Warrants¹</u>						
Cheng Buck Poh @ Chng Bok Poh	92,466,250	46,233,125	46,233,125	78,000,000	39,000,000	39,000,000
Chee Teck Kwong Patrick	62,500	31,250	31,250	–	–	–

2013 Warrants¹

Cheng Buck Poh @ Chng Bok Poh	92,466,250	46,233,125	46,233,125	78,000,000	39,000,000	39,000,000
Chee Teck Kwong Patrick	62,500	31,250	31,250	–	–	–

¹ The Company's 2013 Warrants were issued on 14 May 2014.

Except as disclosed in this report, no other Directors who held office at the end of the financial year had an interest in shares, warrants or debentures of the Company, or of related corporations, either at the beginning of the financial year, or at the end of the financial year.

Share options

No share options have been granted by the Company since its incorporation.

DIRECTORS' STATEMENT

Audit Committee

The Audit Committee (“AC”) comprises the following three Independent Directors:

Tan Sim Cheng (Chairman)
Low Seow Chay
Chee Teck Kwong Patrick

The AC performs the functions set out in the Singapore Companies Act, the Listing Manual and Best Practices Guide issued by Singapore Exchange Securities Trading Ltd. In performing those functions, the AC reviewed the overall scope of the internal audit functions, external audit functions and the assistance given by the Company’s officers to the auditors.

The AC met with the external auditors to discuss the results of their audit. The AC also reviewed the financial statements of the Company and the consolidated financial statements of the Group for the financial year ended 30 June 2016, as well as the external auditor’s report thereon.

The AC held 4 meetings during the financial year ended 30 June 2016.

The AC, having reviewed all the non-audit services provided by the external auditors, is satisfied that the nature and extent of such services would not affect the independence of the external auditors. The AC has also conducted a review of interested person transactions.

Further details regarding the AC are disclosed in the Report on Corporate Governance.

Auditor

Ernst & Young LLP have expressed their willingness to accept re-appointment as auditor of the Company.

On behalf of the Board of Directors,

Cheng Buck Poh @ Chng Bok Poh
Director

Cheng Yao Tong
Director

Singapore
14 September 2016

INDEPENDENT AUDITOR'S REPORT

For the financial year ended 30 June 2016

Independent auditor's report to the members of Hai Leck Holdings Limited

Report on the Financial Statements

We have audited the accompanying financial statements of Hai Leck Holdings Limited (the "**Company**") and its subsidiary companies (collectively the "**Group**"), which comprise the balance sheets of the Group and the Company as at 30 June 2016, the statements of changes in equity of the Group and the Company, and the consolidated income statement, consolidated statement of comprehensive income and consolidated cash flow statement of the Group for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the provisions of the Singapore Companies Act, Chapter 50 (the "**Act**") and Singapore Financial Reporting Standards, and for devising and maintaining a system of internal accounting controls sufficient to provide a reasonable assurance that assets are safeguarded against loss from unauthorised use or disposition; and transactions are properly authorised and that they are recorded as necessary to permit the preparation of true and fair financial statements and to maintain accountability of assets.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Singapore Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements of the Group and the balance sheet and statement of changes in equity of the Company are properly drawn up in accordance with the provisions of the Act and Singapore Financial Reporting Standards so as to give a true and fair view of the financial position of the Group and the Company as at 30 June 2016 and the financial performance, changes in equity and cash flows of the Group and the changes in equity of the Company for the year ended on that date.

INDEPENDENT AUDITOR'S REPORT

For the financial year ended 30 June 2016

Independent auditor's report to the members of Hai Leck Holdings Limited

Report on Other Legal and Regulatory Requirements

In our opinion, the accounting and other records required by the Act to be kept by the Company and by those subsidiary corporations incorporated in Singapore of which we are the auditors have been properly kept in accordance with the provisions of the Act.

Ernst & Young LLP
Public Accountants and
Chartered Accountants
Singapore
14 September 2016

CONSOLIDATED INCOME STATEMENT

For the year ended 30 June 2016

	Note	Group	
		2016 \$'000	2015 \$'000
Revenue	4	104,116	119,378
Cost of sales		(53,043)	(58,486)
Gross profit		51,073	60,892
Other income	5	2,559	1,704
Distribution and selling expenses		(575)	(406)
Administrative expenses		(32,821)	(46,160)
Other expenses		(6,108)	(5,628)
Interest expense	8	(11)	(8)
Share of results of joint venture		1,043	1,482
Profit before taxation	6	15,160	11,876
Taxation	9	(2,405)	(1,065)
Profit for the year		12,755	10,811
Attributable to:			
Equity holders of the Company		12,755	10,811
Earnings per share			
Basic (cents)	10	6.2	5.3
Fully diluted (cents)	10	6.2	5.3

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

For the year ended 30 June 2016

	Group	
	2016 \$'000	2015 \$'000
Profit net of tax	12,755	10,811
Other comprehensive income, net of tax:		
Items that may be reclassified to profit and loss		
Net effect of exchange differences	91	201
Total comprehensive income for the year	12,846	11,012
Total comprehensive income attributable to:		
Equity holders of the Company	12,846	11,012

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

BALANCE SHEETS

As at 30 June 2016

	Note	Group		Company	
		2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000
Non-current assets					
Property, plant and equipment	11	52,027	54,319	250	328
Investments in subsidiary companies	12	–	–	34,760	35,757
Investment in joint venture	13	5,591	4,525	–	–
Intangible assets	14	250	225	–	–
Loans due from subsidiary companies, non-current	20	–	–	21,861	24,561
Customer retention	15	–	180	–	–
Other receivables and deposits		150	222	100	100
		58,018	59,471	56,971	60,746
Current assets					
Inventories	16	690	2,905	–	–
Trade receivables	17	35,277	26,171	–	–
Other receivables and deposits	18	873	1,171	24	21
Prepayments	19	465	3,035	156	229
Customer retention	15	971	306	–	–
Loans due from subsidiary companies, current	20	–	–	–	5,500
Amounts due from subsidiary companies (non-trade)	20	–	–	399	722
Gross amount due from customers for contract work-in-progress	21	200	1,284	–	–
Fixed deposits pledged	22	–	588	–	–
Cash and cash equivalents	22	51,480	55,301	15,207	14,334
		89,956	90,761	15,786	20,806

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

BALANCE SHEETS

As at 30 June 2016

	Note	Group		Company	
		2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000
Current liabilities					
Trade and other payables	23	20,181	25,128	1,049	677
Advances from customers		618	417	-	-
Suppliers retention		233	392	-	-
Amount due to subsidiary companies (trade)	20	-	-	115	-
Amounts due to a subsidiary company (non-trade)	20	-	-	71	23
Provision for warranty	25	2,593	3,262	-	-
Obligations under finance lease, current	26	79	79	-	-
Provision for taxation		2,238	1,504	4	107
		25,942	30,782	1,239	807
Net current assets		64,014	59,979	14,547	19,999
Non-current liabilities					
Deferred taxation	27	1,415	1,379	16	26
Obligations under finance lease, non-current	26	177	255	-	-
		1,592	1,634	16	26
Net assets		120,440	117,816	71,502	80,719
Equity attributable to equity holders of the Company					
Share capital	28(a)	65,019	65,008	65,019	65,008
Treasury shares	28(b)	(160)	(160)	(160)	(160)
Accumulated profits		54,698	52,173	5,491	14,716
Capital reserve	29	1,152	1,155	1,152	1,155
Foreign currency translation reserve	30	(269)	(360)	-	-
Total equity		120,440	117,816	71,502	80,719

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

STATEMENTS OF CHANGES IN EQUITY

For the year ended 30 June 2016

Group	Attributable to equity holders of the Company						Total equity \$'000
	Share capital (Note 28(a)) \$'000	Treasury shares (Note 28(b)) \$'000	Accumulated profits \$'000	Capital reserve (Note 29) \$'000	Foreign currency translation reserve (Note 30) \$'000	Total reserves \$'000	
Balance at 1 July 2015	65,008	(160)	52,173	1,155	(360)	52,808	117,816
Profit for the year	-	-	12,755	-	-	12,755	12,755
Other comprehensive income for the year	-	-	-	-	91	91	91
Total comprehensive income for the year	-	-	12,755	-	91	12,846	12,846
Contributions by and distributions to owners	11	-	-	(3)	-	(3)	8
Issuance of ordinary shares	-	-	(10,230)	-	-	(10,230)	(10,230)
Dividend on ordinary shares (Note 31)	-	(160)	54,698	1,152	(269)	55,421	120,440
Balance at 30 June 2016	65,019	(160)	54,698	1,152	(269)	55,421	120,440

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

STATEMENTS OF CHANGES IN EQUITY

For the year ended 30 June 2016

Group	Attributable to equity holders of the Company						Total equity \$'000
	Share capital (Note 28(a)) \$'000	Treasury shares (Note 28(b)) \$'000	Accumulated profits \$'000	Capital reserve (Note 29) \$'000	Foreign currency translation reserve (Note 30) \$'000	Total reserves \$'000	
Balance at 1 July 2014	62,785	(160)	57,728	1,209	(561)	58,216	121,001
Profit for the year	-	-	10,811	-	-	10,811	10,811
Other comprehensive income for the year	-	-	-	-	201	201	201
Total comprehensive income for the year	-	-	10,811	-	201	11,012	11,012
Contributions by and distributions to owners	2,223	-	-	(54)	-	(54)	2,169
Dividend on ordinary shares (Note 31)	-	-	(16,366)	-	-	(16,366)	(16,366)
Balance at 30 June 2015	65,008	(160)	52,173	1,155	(360)	52,808	117,816

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

STATEMENTS OF CHANGES IN EQUITY

For the year ended 30 June 2016

Company	Attributable to equity holders of the Company				
	Share capital	Treasury shares	Accumulated profits	Capital reserve	Total equity
	(Note 28(a)) \$'000	(Note 28(b)) \$'000	profits \$'000	(Note 29) \$'000	equity \$'000
Balance at 1 July 2015	65,008	(160)	14,716	1,155	80,719
Profit for the year	–	–	1,005	–	1,005
Total comprehensive income for the year	–	–	1,005	–	1,005
<u>Contributions by and distributions to owners</u>					
Issuance of ordinary shares	11	–	–	(3)	8
Dividend on ordinary shares (Note 31)	–	–	(10,230)	–	(10,230)
Balance at 30 June 2016	<u>65,019</u>	<u>(160)</u>	<u>5,491</u>	<u>1,152</u>	<u>71,502</u>
Balance at 1 July 2014	62,785	(160)	20,176	1,209	84,010
Profit for the year	–	–	10,906	–	10,906
Total comprehensive income for the year	–	–	10,906	–	10,906
<u>Contributions by and distributions to owners</u>					
Issuance of ordinary shares	2,223	–	–	(54)	2,169
Dividend on ordinary shares (Note 31)	–	–	(16,366)	–	(16,366)
Balance at 30 June 2015	<u>65,008</u>	<u>(160)</u>	<u>14,716</u>	<u>1,155</u>	<u>80,719</u>

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

CONSOLIDATED CASH FLOW STATEMENT

For the year ended 30 June 2016

	Note	Group	
		2016 \$'000	2015 \$'000
Cash flows from operating activities			
Profit before taxation		15,160	11,876
Adjustments:			
Depreciation of property, plant and equipment	11	6,047	5,548
Amortisation of intangible assets	14	61	35
Gain on disposal of property, plant and equipment	5	(449)	(527)
Share of results of joint venture		(1,043)	(1,482)
Gain on disposal of subsidiary company	5	(423)	–
Write-back of allowances for doubtful trade receivables	17	(710)	(18)
Write-back of allowances for doubtful customer retention	15	(770)	–
Write-back of provision for foreseeable losses	24	–	(1,400)
Write-back of provision for warranty	25	(1,290)	–
Allowance for doubtful customer retention	15	–	770
Allowance for doubtful trade receivables	17	68	1,209
Provision for warranty	25	621	270
Interest income	5	(197)	(179)
Interest expense	8	11	8
Unrealised exchange loss		68	69
Operating cash flows before working capital changes		17,154	16,179
(Increase)/decrease in:			
Customer retention, trade and other receivables and deposits and prepayments		(5,239)	9,075
Inventories		2,215	(840)
Gross amount due from/(to) customers for contract work-in-progress		1,084	(1,284)
(Decrease)/increase in:			
Suppliers retention, trade and other payables and advances from customers		(4,729)	3,629
Cash generated from operations		10,485	26,759
Tax paid		(1,635)	(2,980)
Net cash flows generated from operating activities		8,850	23,779
Cash flows from investing activities			
Interest received	5	197	179
Purchase of property, plant and equipment	11	(3,969)	(11,325)
Purchase of intangible assets	14	(86)	–
Proceeds from disposal of property, plant and equipment		487	527
Proceeds from disposal of a subsidiary	12	423	–
Net cash flows used in investing activities		(2,948)	(10,619)
Cash flows from financing activities			
Net proceeds from issuance of ordinary shares		8	2,169
Interest paid	8	(11)	(8)
Repayment of finance lease obligations		(78)	(59)
Decrease/(increase) in fixed deposits pledged	22	588	(222)
Dividends paid	31	(10,230)	(16,366)
Net cash flows used in financing activities		(9,723)	(14,486)
Net decrease in cash and cash equivalents		(3,821)	(1,326)
Cash and cash equivalents at the beginning of year		55,301	56,627
Cash and cash equivalents at end of year	22	51,480	55,301

The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

1. CORPORATE INFORMATION

Hai Leck Holdings Limited (the “**Company**”) is a limited liability company, domiciled and incorporated in Singapore and is listed on the Singapore Exchange Securities Trading Limited (“**SGX-ST**”).

The registered office and principal place of business of the Company is located at 47 Tuas View Circuit, Singapore 637357.

The principal activities of the Company are those of investment holding and providing managerial, administrative, supervisory and consultancy services to any company in which the Company has an interest. The principal activities of the subsidiary companies are disclosed in Note 12.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

2.1 Basis of preparation

The consolidated financial statements of the Group and the balance sheet and statement of changes in equity of the Company have been prepared in accordance with Singapore Financial Reporting Standards (FRS).

The financial statements have been prepared on the historical cost basis, except as disclosed in the accounting policies below.

The financial statements are presented in Singapore Dollars (SGD or \$). All values are rounded to the nearest thousand (\$'000), except when otherwise indicated.

2.2 Changes in accounting policies

The accounting policies adopted are consistent with those of the previous financial year except in the current financial year, the Group has adopted all the new and revised standards which are effective for annual periods beginning on or after 1 July 2015. The adoption of these standards and interpretations did not have any effect on the financial performance or position of the Group and the Company.

2.3 Standards issued but not yet effective

The Group has not adopted the following standards and interpretations that have been issued but not yet effective:

Description	Effective for annual periods beginning on or after
Amendments to FRS 7: <i>Disclosure Initiative</i>	1 January 2017
Amendments to FRS 12: <i>Recognition of Deferred Tax Assets for Unrealised Losses</i>	1 January 2017
FRS 115 <i>Revenue from Contracts with Customers</i>	1 January 2018
Amendments to FRS 115: <i>Clarifications to FRS 115 Revenue from Contracts with Customers</i>	1 January 2018
FRS 109 <i>Financial Instruments</i>	1 January 2018
FRS 116 <i>Leases</i>	1 January 2019

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.3 Standards issued but not yet effective (Continued)

Except for FRS 116, the Directors expect that the adoption of the other standards above will have no material impact on the financial statements in the period of initial application. The nature of the impending changes in accounting policy on adoption of FRS 116 is described below.

FRS 116 Leases

FRS 116 requires lessees to recognise for most leases, a liability to pay rentals with a corresponding asset, and recognise interest expense and depreciation separately. The new standard is effective for annual periods beginning on or after 1 January 2019.

The Group is currently assessing the impact of the new standard and plans to adopt the new standard on the required effective date. The Group expects the adoption of the new standard will result in increase in total assets and total liabilities, EBITDA and gearing ratio.

2.4 Foreign currency

The financial statements are presented in Singapore Dollars, which is also the Company's functional currency. Each entity in the Group determines its own functional currency and items included in the financial statements of each entity are measured using that functional currency.

(i) Transactions and balances

Transactions in foreign currencies are measured in the respective functional currencies of the Company and its subsidiary companies and are recorded on initial recognition in the functional currencies at exchange rates approximating those ruling at the transaction dates. Monetary assets and liabilities denominated in foreign currencies are translated at the rate of exchange ruling at the end of the reporting period. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rates as at the dates of the initial transactions. Non-monetary items measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was measured.

Exchange differences arising on the settlement of monetary items or on translating monetary items at the end of the reporting period are recognised in profit or loss.

(ii) Consolidated financial statements

For consolidation purpose, the assets and liabilities of foreign operations are translated into SGD or \$ at the rate of exchange ruling at the end of each reporting period and their profit or loss are translated at the exchange rates prevailing at the date of the transactions. The exchange differences arising on the translation are recognised in other comprehensive income. On disposal of a foreign operation, the component of other comprehensive income relating to that particular foreign operation is recognised in profit or loss.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.5 Basis of consolidation and business combinations

(i) *Basis of consolidation*

The consolidated financial statements comprise the financial statements of the Company and its subsidiary companies as at the end of the reporting period. The financial statements of the subsidiary companies used in the preparation of the consolidated financial statements are prepared for the same reporting date as the Company. Consistent accounting policies are applied to like transactions and events in similar circumstances.

All intra-group balances, income and expenses and unrealised gains and losses resulting from intra-group transactions and dividends are eliminated in full.

Subsidiary companies are consolidated from the date of acquisition, being the date on which the Group obtains control, and continue to be consolidated until the date that such control ceases.

Losses within a subsidiary company are attributed to the non-controlling interest even if that results in a deficit balance.

A change in the ownership interest of a subsidiary company, without a loss of control, is accounted for as an equity transaction. If the Group loses control over a subsidiary company, it:

- De-recognises the assets (including goodwill) and liabilities of the subsidiary company at their carrying amounts at the date when control is lost;
- De-recognises the carrying amount of any non-controlling interest;
- De-recognises the cumulative translation differences recorded in equity;
- Recognises the fair value of the consideration received;
- Recognises the fair value of any investment retained;
- Recognises any surplus or deficit in profit or loss;
- Re-classifies the Group's share of components previously recognised in other comprehensive income to profit or loss or retained earnings, as appropriate.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.5 Basis of consolidation and business combinations (Continued)

(ii) *Business combinations*

Business combinations are accounted for by applying the acquisition method. Identifiable assets acquired and liabilities assumed in a business combination are measured initially at their fair values at the acquisition date. Acquisition-related costs are recognised as expenses in the periods in which the costs are incurred and the services are received.

When the Group acquires a business, it assesses the financial assets and liabilities assumed for appropriate classification and designation in accordance with the contractual terms, economic circumstances and pertinent conditions as at the acquisition date. This includes the separation of embedded derivatives in host contracts by the acquiree.

Any contingent consideration to be transferred by the acquirer will be recognised at fair value at the acquisition date. Subsequent changes to the fair value of the contingent consideration which is deemed to be an asset or liability, will be recognised in profit or loss.

The Group elects for each individual business combination, whether non-controlling interest in the acquiree (if any), that are present ownership interests and entitle their holders to a proportionate share of net assets in the event of liquidation, is recognised on the acquisition date at fair value, or at the non-controlling interest's proportionate share of the acquiree's identifiable net assets. Other components of non-controlling interests are measured at their acquisition date fair value, unless another measurement basis is required by another FRS.

Any excess of the sum of the fair value of the consideration transferred in the business combination, the amount of non-controlling interest in the acquiree (if any), and the fair value of the Group's previously held equity interest in the acquiree (if any), over the net fair value of the acquiree's identifiable assets and liabilities is recorded as goodwill. In instances where the latter amount exceeds the former, the excess is recognised as gain on bargain purchase in profit or loss on the acquisition date.

2.6 *Subsidiary companies*

A subsidiary company is an investee that is controlled by the Group. The Group controls an investee when it is exposed or has rights, to variable returns through its power over the investee.

In the Company's separate financial statements, investments in subsidiary companies are accounted for at cost less any impairment losses.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.7 Joint arrangement

A joint arrangement is a contractual arrangement whereby two or more parties have joint control. Joint control is the contractually agreed sharing of control of an arrangement, which exists only when decisions about the relevant activities require the unanimous consent of the parties sharing control.

A joint arrangement is classified either as joint operation or joint venture, based on the rights and obligations of the parties to the arrangement.

To the extent the joint arrangement provides the Group with rights to the assets and obligations for the liabilities relating to the arrangement, the arrangement is a joint operation. To the extent the joint arrangement provides the Group with rights to the net assets of the arrangement, the arrangement is a joint venture.

The Group recognises its interest in a joint venture as an investment and accounts for the investment using the equity method from the date on which it becomes a joint venture.

Under the equity method, the investment in joint ventures are carried in the balance sheet at cost plus post-acquisition changes in the Group's share of net assets of the joint ventures. The profit or loss reflects the share of results of the operations of the joint ventures. Distributions received from joint ventures reduce the carrying amount of the investment. Where there has been a change recognised in other comprehensive income by the joint venture, the Group recognises its share of such changes in other comprehensive income. Unrealised gains and losses resulting from transactions between the Group and joint venture are eliminated to the extent of the interest in the joint ventures.

When the Group's share of losses in a joint venture equals or exceeds its interest in the joint venture, the Group does not recognise further losses, unless it has incurred legal or constructive obligations or made payments on behalf of the joint venture. After application of the equity method, the Group determines whether it is necessary to recognise an additional impairment loss on the Group's investment in joint ventures. The Group determines at the end of each reporting period whether there is any objective evidence that the investment in the joint venture is impaired. If this is the case, the Group calculates the amount of impairment as the difference between the recoverable amount of the joint venture and its carrying value and recognises the amount in profit or loss.

The financial statements of the joint ventures are prepared as the same reporting date as the Company. Where necessary, adjustments are made to bring the accounting policies in line with those of the Group.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.8 Property, plant and equipment

All items of property, plant and equipment are initially recorded at cost. Subsequent to recognition, property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses.

Depreciation is computed on a straight-line basis over the estimated useful life of the asset as follows:

	Rate of depreciation (%)
Leasehold premises	3 – 4
Scaffolding materials	20 or over project duration*
Machineries and equipment	10
Motor vehicles	20
Office equipment	10
Workshop tools and equipment	20 – 33
Trucks, cranes and forklifts	20
Computers	33 – 100
Electrical appliances, air-conditioners, furniture and fittings and renovation	10 – 33

* Certain scaffolding materials designated for specific projects are depreciated over the duration of the projects.

Improvements to leasehold premises are depreciated over the remaining life of the lease. Assets under construction included in property, plant and equipment are not depreciated as these assets are not yet available for use.

The carrying values of property, plant and equipment are reviewed for impairment when events or changes in circumstances indicate that the carrying value may not be recoverable.

The residual values, useful life and depreciation method are reviewed at each financial year-end and adjusted prospectively, if appropriate.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on de-recognition of the asset is included in profit or loss in the year the asset is derecognised.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.9 Intangible assets

Intangible assets acquired separately are measured initially at cost. Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and any accumulated impairment losses. The useful lives of intangible assets are assessed to be either finite or indefinite. Intangible assets with finite lives are amortised on a straight-line basis over the estimated economic useful lives and assessed for impairment whenever there is an indication that the intangible asset may be impaired.

The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at each financial year-end.

Gains or losses arising from derecognition of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in profit or loss when the asset is derecognised.

- **Club memberships**

Club memberships is stated at cost less impairment losses and are amortised on a straight-line basis over 7 to 30 years.

- **Customer contracts**

Customer contracts were acquired in a business combination and measured at fair value as at the date of acquisition. Subsequently, customer contracts are amortised over their estimated useful lives of 1 to 2 years.

- **Intellectual property**

Intellectual property is stated at cost less impairment losses and are amortised on a straight-line basis over 3 years.

2.10 Impairment of non-financial assets

The Group assesses at each reporting date whether there is an indication that an asset may be impaired. If any such indication exists, or when annual impairment testing for an asset is required, the Group makes an estimate of the asset's recoverable amount.

An asset's recoverable amount is the higher of an asset's or cash-generating unit's fair value less costs of disposal and its value in use and is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets. Where the carrying amount of an asset or cash-generating unit exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.10 Impairment of non-financial assets (Continued)

Impairment losses are recognised in profit or loss.

A previously recognised impairment loss is reversed only if there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognised. If that is the case, the carrying amount of the asset is increased to its recoverable amount. That increased cannot exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised previously. Such reversal of an impairment loss is recognised in profit or loss.

2.11 Financial instruments

(a) *Financial assets*

Initial recognition and measurement

Financial assets are recognised when, and only when, the Group becomes a party to the contractual provisions of the financial instrument. The Group determines the classification of its financial assets at initial recognition.

When financial assets are recognised initially, they are measured at fair value, plus, in the case of financial assets not at fair value through profit or loss, directly attributable transaction costs.

Subsequent measurement

Non-derivative financial assets with fixed or determinable payments that are not quoted in an active market are classified as loans and receivables. Subsequent to initial recognition, loans and receivables are measured at amortised cost using the effective interest method, less impairment. Gains and losses are recognised in profit or loss when the loans and receivables are derecognised or impaired, and through the amortisation process.

Derecognition

A financial asset is derecognised where the contractual right to receive cash flows from the asset has expired. On derecognition of a financial asset in its entirety, the difference between the carrying amount and the sum of the consideration received and any cumulative gain or loss that has been recognised directly in other comprehensive income is recognised in profit or loss.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.11 Financial instruments (Continued)

(b) Financial liabilities

Initial recognition and measurement

Financial liabilities are recognised when, and only when, the Group becomes a party to the contractual provisions of the financial instrument. The Group determines the classification of its financial liabilities at initial recognition.

All financial liabilities are recognised initially at fair value plus in the case of financial liabilities not at fair value through profit or loss, directly attributable transaction costs.

Subsequent measurement

After initial recognition, financial liabilities that are not carried at fair value through profit or loss are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in profit or loss when the liabilities are derecognised, and through the amortisation process.

Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability, and the difference in the respective carrying amounts is recognised in profit or loss.

2.12 Impairment of financial assets

The Group assesses at each reporting date whether there is any objective evidence that a financial asset is impaired.

Financial assets carried at amortised cost

For financial assets carried at amortised cost, the Group first assesses whether objective evidence of impairment exists individually for financial assets that are individually significant, or collectively for financial assets that are not individually significant. If the Group determines that no objective evidence of impairment exists for an individually assessed financial asset, whether significant or not, it includes the asset in a group of financial assets with similar credit risk characteristics and collectively assesses them for impairment. Assets that are individually assessed for impairment and for which an impairment loss is, or continues to be recognised are not included in a collective assessment of impairment.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.12 Impairment of financial assets (Continued)

Financial assets carried at amortised cost (Continued)

If there is objective evidence that an impairment loss on financial assets carried at amortised cost has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the financial asset's original effective interest rate. If a loan has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate. The carrying amount of the asset is reduced through the use of an allowance account. The impairment loss is recognised in profit or loss.

When the asset becomes uncollectible, the carrying amount of impaired financial asset is reduced directly or if an amount was charged to the allowance account, the amounts charged to the allowance account are written off against the carrying value of the financial asset.

To determine whether there is objective evidence that an impairment loss on financial assets has been incurred, the Group considers factors such as the probability of insolvency or significant financial difficulties of the debtor and default or significant delay in payments.

If in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed to the extent that the carrying amount of the asset does not exceed its amortised cost at the reversal date. The amount of reversal is recognised in profit or loss.

2.13 Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand and demand deposits that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

2.14 Inventories

Inventories are stated at the lower of cost and net realisable value. Costs incurred in bringing the inventories to their present location and condition are accounted for using purchase costs on a first-in, first-out basis.

When necessary, allowance is provided for damaged, obsolete and slow moving items to adjust the carrying value of inventories to the lower of cost and net realisable value.

Net realisable value is the estimated selling price in the ordinary course of business, less estimated costs of completion and the estimated costs necessary to make the sale.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.15 Contract work-in-progress

Contract revenue and contract costs are recognised as revenue and expenses respectively by reference to the stage of completion of the contract activity at the end of the reporting period (percentage of completion method), when the outcome of a construction contract can be estimated reliably.

The outcome of a construction contract can be estimated reliably when: (i) total contract revenue can be measured reliably; (ii) it is probable that the economic benefits associated with the contract will flow to the entity; (iii) the costs to complete the contract and the stage of completion can be measured reliably; and (iv) the contract costs attributable to the contract can be clearly identified and measured reliably so that actual contract costs incurred can be compared with prior estimates.

When the outcome of a contract cannot be estimated reliably (principally during early stages of a contract), contract revenue is recognised only to the extent of contract costs incurred that are likely to be recoverable and contract costs are recognised as expense in the period in which they are incurred.

An expected loss on the contract is recognised as an expense immediately when it is probable that total contract costs will exceed total contract revenue.

The stage of completion of a contract is determined by surveys of work performed.

Contract revenue corresponds to the initial amount of revenue agreed in the contract and any variations in contract work, claims and incentive payments to the extent that it is probable that they will result in revenues, and they can be reliably measured.

Contract costs include costs that relate directly to the specific contract and costs that are attributable to contract activity in general and can be allocated to the contract.

2.16 Provisions

General

Provisions are recognised when the Group has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and the amount of the obligation can be estimated reliably.

Provisions are reviewed at the end of each reporting period and adjusted to reflect the current best estimate. If it is no longer probable that an outflow of economic resources will be required to settle the obligation, the provision is reversed. If the effect of the time value of money is material, provisions are discounted using a current pre-tax rate that reflects, where appropriate, the risks specific to the liability. Where discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.16 Provisions (Continued)

Warranty provisions

Provisions for warranty-related costs are recognised when service is provided. Initial recognition is based on historical experience. The initial estimate of warranty-related costs is revised annually and any change is charged or credited to income statement.

2.17 Financial guarantee

A financial guarantee contract is a contract that requires the issuer to make specified payments to reimburse the holder for a loss it incurs because a specified debtor fails to make payment when due in accordance with the terms of a debt instrument.

Financial guarantees are recognised initially as a liability at fair value, adjusted for transaction costs that are directly attributable to the issuance of the guarantee. Subsequent to initial recognition, financial guarantees are recognised as income in profit or loss over the period of the guarantee. If it is probable that the liability will be higher than the amount initially recognised less amortisation, the liability is recorded at the higher amount with the difference charged to profit or loss.

2.18 Government grants

Government grants are recognised at their fair value where there is reasonable assurance that the grant will be received and all attaching conditions will be complied with.

2.19 Borrowing costs

Borrowing costs are capitalised as part of the cost of a qualifying asset if they are directly attributable to the acquisition, construction or production of a qualifying asset. Capitalisation of borrowing costs commences when the activities to prepare the asset for its intended use or sale are in progress and the expenditures and borrowing costs are being incurred. Borrowing costs are capitalised until the assets are substantially completed for their intended use. All other borrowing costs are expensed in the period they occur. Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds.

2.20 Employee benefits

(i) *Defined contribution plans*

The Company and the Group makes contributions to the Central Provident Fund scheme in Singapore, a defined contribution pension scheme. These contributions are recognised as an expense in the period in which the related service is performed.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.20 Employee benefits (Continued)

(ii) *Employee leave entitlement*

Employee entitlements to annual leave are recognised as a liability when they accrue to employees. The estimated liability for leave is recognised for services rendered by employees up to end of the reporting period.

2.21 Leases – as lessee

Finance leases which transfer to the Group substantially all the risks and rewards incidental to ownership of the leased item, are capitalised at the inception of the lease at the fair value of the leased asset or, if lower, at the present value of the minimum lease payments. Any initial direct costs are also added to the amount capitalised. Lease payments are apportioned between the finance charges and reduction of the lease liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are charged to profit or loss. Contingent rents, if any, are charged as expenses in the periods in which they are incurred.

Capitalised leased assets are depreciated over the shorter of the estimated useful life of the asset and the lease term, if there is no reasonable certainty that the Group will obtain ownership by the end of the lease term.

Operating lease payments are recognised as an expense in profit or loss on a straight-line basis over the lease term. The aggregate benefit of incentives provided by the lessor is recognised as a reduction of rental expense over the lease term on a straight-line basis.

2.22 Revenue

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Group and the revenue can be reliably measured, regardless of when the payment is made. Revenue is measured at the fair value of consideration received or receivable, taking into account contractually defined terms of payment and excluding taxes or duty.

(i) *Project revenue*

Revenue from project is recognised by reference to the stage of completion when it can be measured reliably. The stage of completion is determined by surveys of work performed.

Where the project outcome cannot be measured reliably, revenue is recognised only to the extent of the expenses recognised that are recoverable.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.22 Revenue (Continued)

(ii) *Revenue from sale of goods/services rendered*

Revenue from sale of goods is recognised upon the transfer of significant risk and rewards of ownership of the goods to the customer, usually on delivery of goods and acceptance by customers. Revenue from services is recognised when services are rendered and accepted by customers.

Revenue is not recognised to the extent where there are significant uncertainties regarding recovery of the consideration due, associated cost or the possible return of goods.

(iii) *Interest income*

Interest income is recognised using the effective interest method.

2.23 Taxes

(i) *Current income tax*

Current income tax assets and liabilities for the current and prior periods are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted at the end of each reporting period.

Current income taxes are recognised in profit or loss except to the extent that the tax relating to items recognised outside profit or loss, either in other comprehensive income or directly in equity. Management periodically evaluates positions taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretation and establishes provisions where appropriate.

(ii) *Deferred tax*

Deferred tax is provided using the liability method on temporary differences at the end of the reporting period between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.23 Taxes (Continued)

(ii) *Deferred tax (Continued)*

Deferred tax liabilities are recognised for all taxable temporary differences, except:

- Where the deferred tax liability arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither accounting profit nor taxable profit or loss; and
- In respect of taxable temporary differences associated with investments in subsidiary companies and interest in joint venture, where the timing of the reversal of the temporary differences can be controlled and it is probable that the temporary differences will not reverse in the foreseeable future.

Deferred tax assets are recognised for all deductible temporary differences, carry forward of unused tax credits and unused tax losses, to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, and the carry forward of unused tax credits and unused tax losses can be utilised except:

- Where the deferred tax asset relating to the deductible temporary difference arises from the initial recognition of an asset or liability in a transaction that is not a business combination and, at the time of the transaction, affects neither the accounting profit nor taxable profit or loss; and
- In respect of deductible temporary differences associated with investments in subsidiary companies and interest in joint venture, deferred tax assets are recognised only to the extent that it is probable that the temporary differences will reverse in the foreseeable future and taxable profit will be available against which the temporary differences can be utilised.

The carrying amount of deferred tax assets is reviewed at the end of each reporting period and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised. Unrecognised deferred tax assets are reassessed at the end of each reporting period and are recognised to the extent that it has become probable that future taxable profit will allow the deferred tax asset to be utilised.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the year when the asset is realised or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted at the end of the reporting period.

Deferred tax assets and deferred tax liabilities are offset, if a legally enforceable right exists to set off current income tax assets against current income tax liabilities and the deferred taxes relate to the same taxable entity and the same taxation authority.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.23 Taxes (Continued)

(iii) Sales tax

Revenues, expenses and assets are recognised net of the amount of sales tax except:

- Where the sales tax incurred in a purchase of assets or services is not recoverable from the taxation authority, in which case the sales tax is recognised as part of the cost of acquisition of the asset or as part of the expense item as applicable; and
- Receivables and payables that are stated with the amount of sales tax included.

The net amount of sales tax recoverable from, or payable to, the taxation authority is included as part of receivables or payables in the balance sheet.

2.24 Segment reporting

For management purposes, the Group is organised into operating segments based on their products and services, which are independently managed by the respective segment managers responsible for the performance of the respective segments under their charge. The segment managers report directly to the management of the Company who regularly review the segment results in order to allocate resources to the segments and to assess the segment performance. Additional disclosures on each of these segments are shown in Note 38, including the factors used to identify the reportable segments and the measurement basis of segment information.

2.25 Share capital and share issue expenses

Proceeds from issuance of ordinary shares are recognised as share capital in equity. Incremental costs directly attributable to the issuance of ordinary shares are deducted against share capital.

2.26 Treasury shares

The Group's own equity instruments, which are reacquired (treasury shares) are recognised at cost and deducted from equity. No gain or loss is recognised in profit or loss on the purchase, sale, issue or cancellation of the Group's own equity instruments. Any difference between the carrying amount of treasury shares and the consideration received, if reissued, is recognised directly in equity. Voting rights related to treasury shares are nullified for the Group and no dividends are allocated to them respectively.

NOTES TO THE FINANCIAL STATEMENTS

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

2.27 Contingencies

A contingent liability is:

- (a) a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Group; or
- (b) a present obligation that arises from past events but is not recognised because:
 - (i) It is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or
 - (ii) The amount of the obligation cannot be measured with sufficient reliability.

A contingent asset is a possible asset that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Group.

Contingent liabilities and assets are not recognised on the balance sheet of the Group, except for contingent liabilities assumed in a business combination that are present obligations and which the fair values can be reliably determined.

3. SIGNIFICANT ACCOUNTING ESTIMATES AND JUDGEMENTS

The preparation of the Group's consolidated financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities at the end of each reporting period. However, uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in the future periods.

3.1 Key sources of estimation uncertainty

The key assumptions concerning the future and other key sources of estimation uncertainty at the end of the reporting period are discussed below. The Group based its assumptions and estimates on parameters available when the financial statements was prepared. Existing circumstances and assumptions about future developments, however, may change due to market changes or circumstances arising beyond the control of the Group. Such changes are reflected in the assumptions when they occur.

NOTES TO THE FINANCIAL STATEMENTS

3. SIGNIFICANT ACCOUNTING ESTIMATES AND JUDGEMENTS (CONTINUED)

3.1 Key sources of estimation uncertainty (Continued)

- ***Impairment of loans and receivables***

The Group assesses at the end of each reporting period whether there is any objective evidence that a financial asset is impaired. Factors such as the probability of insolvency or significant financial difficulties of the debtor and default or significant delay in payments are objective evidence of impairment. In determining, whether there is objective evidence of impairment, the Group considers whether there is observable data indicating that there have been significant changes in the debtor's payment ability or whether there have been significant changes with adverse effect in the technological, market, economic or legal environment in which the debtor operates in.

Where there is objective evidence of impairment, the amount and timing of future cash flows are estimated based on historical loss experience for assets with similar credit risk characteristics.

The carrying amount of the Group's and the Company's loans and receivables at the end of the reporting period is disclosed in Note 36.

- ***Impairment of non-financial assets***

The Group assesses whether there are any indicators of impairment for all non-financial assets at each reporting date. Non-financial assets are tested for impairment when there are indicators that the carrying value of an asset or cash-generating unit exceeds its recoverable amount, which is the higher of its fair value less costs of disposal and its value in use.

When value in use calculations are undertaken, management estimates the expected future cash flows from the asset or cash-generating unit and applies a suitable discount rate in order to calculate the present value of those cash flows.

The carrying amount of the Group's property, plant and equipment at 30 June 2016 was \$52,027,000 (2015: \$54,319,000).

- ***Project revenue***

The Group recognises project revenue to the extent of project costs incurred where it is probable those costs will be recoverable or based on the stage of completion method. The stage of completion is determined based on surveys of work done.

NOTES TO THE FINANCIAL STATEMENTS

3. SIGNIFICANT ACCOUNTING ESTIMATES AND JUDGEMENTS (CONTINUED)

3.1 Key sources of estimation uncertainty (Continued)

- ***Project revenue (Continued)***

Significant judgement is required in determining the stage of completion, the extent of the project costs incurred, the estimated total project revenues and costs, including provision for rectification work and warranties post-completion as well as the recoverability of the project revenue and foreseeable losses. Total project revenue also includes an estimation of the recoverable variation works that are recoverable from the customers. In making these judgements, management relies on past experience and knowledge of project specialists.

Project revenue for the year ended 30 June 2016 was \$39,914,000 (2015: \$25,590,000) for the Group.

- ***Provision for warranty***

Provision for warranty is recognised for expected warranty claims from painting works. Management has estimated the amount of provision based on their past experience and understanding of the historical trends of warranty claims and the warranty periods. It is expected that the provision will be utilised within the respective warranty periods. The Group provided \$2,593,000 (2015: \$3,262,000) of provisions for warranty as at 30 June 2016.

3.2 Judgements made in applying accounting policies

In the process of applying the Group's accounting policies, management has made the following judgement, apart from those involving estimations, which has the most significant effect on the amounts recognised in the financial statements:

- ***Income taxes***

Significant judgement is involved in determining the group-wide provision for income taxes. There are certain transactions and computations for which the ultimate tax determination is uncertain during the ordinary course of business. The Group recognises liabilities for expected tax issues based on estimates of whether additional taxes will be due. Where the final tax outcome of these matters is different from the amounts that were initially recognised, such differences will impact the income tax and deferred tax provisions in the period in which such determination is made. The carrying amount of the Group's tax payables and deferred tax liabilities at 30 June 2016 were \$2,238,000 (2015: \$1,504,000) and \$1,415,000 (2015: \$1,379,000) respectively.

NOTES TO THE FINANCIAL STATEMENTS

4. REVENUE

	Group	
	2016	2015
	\$'000	\$'000
Project revenue	39,914	25,590
Maintenance revenue	52,307	81,132
Contact centre services	11,895	12,656
	104,116	119,378

5. OTHER INCOME

	Group	
	2016	2015
	\$'000	\$'000
Interest income		
– fixed deposits	196	126
– others	1	53
Gain on disposal of property, plant and equipment	449	527
Test-centre income	–	11
Government grants	–	173
Income from project management services provided to sub-contractors	–	814
Gain on disposal of subsidiary company	423	–
Write-back of allowances for doubtful trade receivables (Note 17)	710	–
Write-back of allowance for doubtful customer retention (Note 15)	770	–
Others	10	–
	2,559	1,704

NOTES TO THE FINANCIAL STATEMENTS

6. PROFIT BEFORE TAXATION

The following items have been included in arriving at profit before tax:

	Group	
	2016 \$'000	2015 \$'000
Audit fees:		
– Auditors of the Company	138	135
Non-audit fees:		
– Auditors of the Company	–	10
Depreciation of property, plant and equipment (Note 11)	6,047	5,548
Amortisation of intangible assets (Note 14)	61	35
Employee benefits (Note 7)	41,285	50,238
Repair and maintenance	583	625
Rental expenses	3,046	4,262
Travelling expenses and transport charges	903	1,170
Telecommunication charges	470	485
Utility charges	600	697
Foreign exchange loss, net	186	46
Provision for warranty (Note 25)	621	270
Write-back of provision for warranty (Note 25)	(1,290)	–
Write-back of provision for foreseeable losses (Note 24)	–	(1,400)
Allowance for doubtful trade receivables (Note 17)	68	1,209
Write-back of allowance for doubtful trade receivables (Note 17)	(710)	(18)
Allowance for doubtful customer retention (Note 15)	–	770
Write-back of allowance for doubtful customer retention (Note 15)	(770)	–

7. EMPLOYEE BENEFITS

	Group	
	2016 \$'000	2015 \$'000
<i>Employee benefits expense (including Executive Directors)</i>		
Wages, salaries, bonuses	34,029	41,993
Central Provident Fund contributions	1,695	1,812
Others	5,561	6,433
	41,285	50,238

Employee benefits include the amount of Directors' remuneration as disclosed in Note 32(c).

Employee benefits costs are charged into cost of sales and administrative expenses according to where the employees are deployed.

NOTES TO THE FINANCIAL STATEMENTS

8. INTEREST EXPENSE

	Group	
	2016	2015
	\$'000	\$'000
Interest expense on finance lease	<u>11</u>	<u>8</u>

9. TAXATION

	Group	
	2016	2015
	\$'000	\$'000
Current taxation		
– Current year	1,791	1,344
– Under provision in respect of prior years	578	174
Deferred taxation		
– Origination and reversal of temporary differences	36	(453)
Tax expense	<u>2,405</u>	<u>1,065</u>

The reconciliation of the tax expense and the product of accounting profit multiplied by the applicable tax rate is as follows:

	Group	
	2016	2015
	\$'000	\$'000
Profit before income tax	<u>15,160</u>	<u>11,876</u>
Tax at Singapore statutory tax rate of 17% (2015: 17%)	2,577	2,019
Adjustments:		
– Effect of partial tax exemption and tax incentives	(818)	(1,081)
– Non-deductible expenses in determining taxable income	319	240
– Income not subject to tax	(182)	(41)
– Deferred tax assets not recognised	103	27
– Under provision in respect of prior years' taxation	578	174
– Share of results of a joint venture	(177)	(252)
– Effect of different tax rates in foreign jurisdictions	–	8
– Benefit from previously unrecognised tax losses	(2)	–
– Others	7	(29)
	<u>2,405</u>	<u>1,065</u>

NOTES TO THE FINANCIAL STATEMENTS

9. TAXATION (CONTINUED)

At the end of the reporting period, the Group has tax losses of \$122,000 (2015: \$177,000) that are available for offset against future taxable profits of the companies in which the losses arose, for which no deferred tax asset is recognised due to uncertainty of its recoverability. The use of these tax losses is subject to the agreement of the tax authorities and compliance with certain provisions of the tax legislation. There is no time limit for the carry forward of these tax losses.

10. EARNINGS PER SHARE

Basic earnings per share is calculated by dividing the profit for the year that is attributable to ordinary equity holders of the Company by the weighted average number of ordinary shares outstanding during the year.

Diluted earnings per share is calculated by dividing the profit for the year that is attributable to ordinary equity holders of the Company by the weighted average number of ordinary shares outstanding during the year plus the weighted average number of ordinary shares that would be issued on the conversion of all the dilutive potential ordinary shares into ordinary shares.

The following tables reflect the profit and share data used in the computation of basic and diluted earnings per share for the years ended 30 June 2016 and 2015:

	Group	
	2016 \$'000	2015 \$'000
Profit for the year attributable to ordinary equity holders of the Company used in computation of basic and diluted earnings per share	<u>12,755</u>	<u>10,811</u>
Weighted average number of ordinary shares for basic earnings per share computation ('000)	204,584	203,813
Effects of dilution:		
– warrants ('000)	<u>408</u>	<u>788</u>
Weighted average number of ordinary shares adjusted for dilution ('000)	<u>204,992</u>	<u>204,601</u>

The basic and diluted earnings per share for 2015 have been adjusted for the effect of share consolidation during current financial year.

Since the end of the year, there were no 2012 warrants and 2013 warrants exercised to subscribe to new ordinary shares in the Company. There has been no other transactions involving ordinary shares or potential ordinary shares since the reporting date and before the completion of the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

11. PROPERTY, PLANT AND EQUIPMENT

Group	Leasehold premises \$'000	Machineries and equipment \$'000	Motor vehicles \$'000	Office equipment \$'000	Workshop tools and equipment \$'000	Trucks, cranes and forklifts \$'000	Computers \$'000	Electrical appliances, air-conditioners, furniture and fittings and renovation \$'000	Assets under construction \$'000	Total \$'000
Cost										
At 1 July 2014	36,900	43,644	3,182	1,528	3,399	7,020	2,033	1,143	6,394	105,243
Additions	268	4,241	221	562	1,231	1,024	1,017	407	3,010	11,981
Disposals	(4,369)	(1,652)	(170)	(283)	(6)	(31)	(216)	(26)	-	(6,753)
Write-offs	-	(1,077)	(5)	(177)	(179)	(56)	-	-	-	(1,494)
Transfers	9,222	-	-	-	-	-	-	-	(9,222)	-
Translation adjustments	84	-	-	-	-	-	-	-	-	84
At 30 June 2015 and 1 July 2015	42,105	45,156	3,228	1,630	4,445	7,957	2,834	1,524	182	109,061
Additions	861	808	514	128	561	263	378	108	172	3,793
Disposals	-	(2,173)	(532)	(8)	-	(380)	-	-	-	(3,093)
Transfers	155	-	-	-	-	-	-	-	(155)	-
At 30 June 2016	43,121	43,791	3,210	1,750	5,006	7,840	3,212	1,632	199	109,761

NOTES TO THE FINANCIAL STATEMENTS

11. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

Group	Leasehold premises \$'000	Machineries and equipment \$'000	Motor vehicles \$'000	Office equipment \$'000	Workshop tools and equipment \$'000	Trucks, cranes and forklifts \$'000	Computers \$'000	Electrical appliances, air-conditioners, furniture and fittings and renovation \$'000	Assets under construction \$'000	Total \$'000
Accumulated depreciation										
At 1 July 2014	7,872	35,056	2,459	733	2,830	6,234	1,737	520	-	57,441
Depreciation charge for the year	1,861	1,917	169	442	370	353	247	189	-	5,548
Disposals	(4,369)	(1,652)	(170)	(283)	(6)	(31)	(216)	(26)	-	(6,753)
Write-offs	-	(1,077)	(5)	(177)	(179)	(56)	-	-	-	(1,494)
At 30 June 2015 and 1 July 2015	5,364	34,244	2,453	715	3,015	6,500	1,768	683	-	54,742
Depreciation charge for the year	2,005	1,935	263	166	539	462	439	238	-	6,047
Disposals	-	(2,168)	(503)	(6)	-	(378)	-	-	-	(3,065)
At 30 June 2016	7,369	34,011	2,213	875	3,554	6,584	2,207	921	-	57,734
Net carrying amount										
At 30 June 2016	35,752	9,780	997	875	1,452	1,256	1,005	711	199	52,027
At 30 June 2015	36,741	10,912	775	915	1,430	1,457	1,066	841	182	54,319

NOTES TO THE FINANCIAL STATEMENTS

11. PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

Company	Computers \$'000	Motor vehicles \$'000	Total \$'000
Cost			
At 1 July 2014	124	248	372
Additions	118	–	118
At 30 June 2015 and 1 July 2015	242	248	490
Additions	34	–	34
At 30 June 2016	276	248	524
Accumulated depreciation and impairment losses			
At 1 July 2014	6	21	27
Depreciation charge for the year	84	51	135
At 30 June 2015 and 1 July 2015	90	72	162
Depreciation charge for the year	63	49	112
At 30 June 2016	153	121	274
Net carrying amount			
At 30 June 2016	123	127	250
At 30 June 2015	152	176	328

Included in Group's additions are plant and equipment acquired on credit terms amounting to \$87,000 (2015: \$263,000). A payment of \$263,000 was made during the year for the property, plant and equipment, acquired on credit terms, in the prior year.

The cash outflow on acquisition of property, plant and equipment of the group amounted to \$3,969,000 (2015: \$11,325,000).

Assets held under finance lease

In the previous financial year, the Group acquired office equipment with an aggregate cost of \$393,000 by means of finance leases.

The carrying amount of office equipment held under finance lease at the end of the reporting period was \$322,000 (2015: \$361,000).

Leased assets are pledged as security for the related lease liabilities.

NOTES TO THE FINANCIAL STATEMENTS

12. INVESTMENTS IN SUBSIDIARY COMPANIES

	Company	
	2016 \$'000	2015 \$'000
Unquoted equity shares, at cost	38,757	38,757
Impairment losses	(3,997)	(3,000)
	34,760	35,757

Details of subsidiary companies are as follows:

Name of company	Principal activities	Country of incorporation	Percentage of equity held by the Group	
			2016 %	2015 %
Held by the Company				
Hai Leck Engineering (Private) Limited*	Oil & gas and chemical industries related construction and maintenance services	Singapore	100	100
Hai Leck Engineering & Construction Pte. Ltd.*	Engineered solutions and mechanical works	Singapore	100	100
Hai Leck Overseas Investments Pte. Ltd.*	Investment holding	Singapore	100	100
United Holding (1975) Pte. Ltd.*	Mixed construction activities and investment holding	Singapore	100	100
Hai Leck Integrated Services Pte. Ltd.*	Asset, business and management consultancy services	Singapore	100	100
Hai Leck Services Pte. Ltd.*	Asset management and consultancy services	Singapore	100	100
Industrial Services Pte. Ltd.*	Trading and contracting for thermal insulations, refractories and fire-protection for steel structures	Singapore	100	100
Tele-centre Services Pte Ltd*	Providing call centre services, telecommunications and information technology	Singapore	100	100

NOTES TO THE FINANCIAL STATEMENTS

12. INVESTMENTS IN SUBSIDIARY COMPANIES (CONTINUED)

Details of subsidiary companies are as follows (Continued):

Name of company	Principal activities	Country of incorporation	Percentage of equity held by the Group	
			2016 %	2015 %
Held by subsidiary companies				
Hai Leck (VN) Engineering Co., Ltd	Oil & gas and chemical industries related construction and maintenance services	Vietnam	–	100
Hai Leck Corporation Sdn. Bhd.**	Oil & gas and chemical industries related construction and maintenance services	Malaysia	100	100
Hai Leck Engineering Saudi Arabia Limited ⁺	Oil & gas and chemical industries related construction and maintenance services	Saudi Arabia	90	90

* Audited by Ernst & Young LLP, Singapore

** Audited by Gow & Tan, Malaysia

+ Not required to be audited by the law of the country of incorporation

In appointing the audit firms for the Company, subsidiary companies and joint venture, the Company has complied with Listing Rules 712 and 715.

NOTES TO THE FINANCIAL STATEMENTS

12. INVESTMENTS IN SUBSIDIARY COMPANIES (CONTINUED)

Disposal of Hai Leck (VN) Engineering Co., Ltd (“HLVN”)

In the current financial year, the Group disposed of its wholly-owned subsidiary, Hai Leck (VN) Engineering Co., Ltd, for a cash consideration of \$423,000.

The value of assets and liabilities of HLVN recorded in the consolidated financial statements, and the cash flow effect of the disposal were:

	\$'000
Carrying value of net assets disposed	–
Cash proceeds from disposal of subsidiary company	423
Cash and cash equivalents of subsidiary company	–
Net cash inflow on disposal of subsidiary company	423

13. INVESTMENT IN JOINT VENTURE

The Group has a joint venture agreement with the other party in Thailand that provides both parties with joint control over the financial and operating policies of Logthai – Hai Leck Engineering Co., Ltd.

Details of the joint venture are as follows:

Name of company	Principal activities	Country of incorporation	Percentage of equity held by the Group	
			2016 %	2015 %
Held by a subsidiary company				
Logthai – Hai Leck Engineering Co., Ltd*	Oil & gas and chemical industries related construction and maintenance services	Thailand	49	49

* Audited by Audit Teams, Thailand

The Group recognises its interest in the joint venture using equity accounting.

NOTES TO THE FINANCIAL STATEMENTS

13. INVESTMENT IN JOINT VENTURE (CONTINUED)

Summarised financial information in respect of Logthai – Hai Leck Engineering Co., Ltd is as follows:-

	2016 \$'000	2015 \$'000
Joint venture		
Assets and liabilities:		
Current assets	12,330	12,447
Non-current assets	918	1,026
Total assets	13,248	13,473
Current liabilities	1,604	4,047
Non-current liabilities	234	192
Total liabilities	1,838	4,239
Results:		
Revenue	14,600	18,620
Profit for the year	2,129	3,024

The Group's share of 49% of net assets of the joint venture amounted to \$5,591,000 (2015: \$4,525,000).

14. INTANGIBLE ASSETS

	Club memberships \$'000	Customer contracts \$'000	Intellectual property \$'000	Total \$'000
Cost				
At 1 July 2014	403	271	–	674
Addition	6	–	–	6
At 30 June 2015 and 1 July 2015	409	271	–	680
Addition	–	–	86	86
At 30 June 2016	409	271	86	766
Accumulated amortisation				
At 1 July 2014	149	271	–	420
Amortisation for the year	35	–	–	35
At 30 June 2015 and 1 July 2015	184	271	–	455
Amortisation for the year	35	–	26	61
At 30 June 2016	219	271	26	516
Net carrying amount				
At 30 June 2016	190	–	60	250
At 30 June 2015	225	–	–	225

NOTES TO THE FINANCIAL STATEMENTS

15. CUSTOMER RETENTION

	Group	
	2016	2015
	\$'000	\$'000
Customer retention, current	971	1,076
Customer retention, non-current	-	180
	971	1,256
Less: Allowance for doubtful debts – customer retention, current	-	(770)
	971	486

In the current financial year, the Group wrote-back \$770,000 (2015: Nil) of allowance for doubtful customer retention upon collection of the retention.

16. INVENTORIES

	Group	
	2016	2015
	\$'000	\$'000
Raw materials, supplies and consumables	690	2,905

During the year, inventories recognised as an expense in the income statement under cost of sales amounted to \$11,769,000 (2015: \$12,837,000) for the Group.

17. TRADE RECEIVABLES

	Group	
	2016	2015
	\$'000	\$'000
Trade receivables – external	35,627	26,940
Amount due from a joint venture (trade)	382	605
Less: Allowance for doubtful debts – trade receivables	(732)	(1,374)
	35,277	26,171

Trade receivables

Trade receivables are non-interest bearing and are generally on 30 to 90 days terms. They are recognised at their original invoice amounts which represents their fair values on initial recognition.

NOTES TO THE FINANCIAL STATEMENTS

17. TRADE RECEIVABLES (CONTINUED)

Receivables that are past due but not impaired

The Group has trade receivables amounting to \$9,844,000 (2015: \$10,083,000) that are past due at the end of the reporting period but not impaired. These debtors are unsecured and the analysis of their aging at the end of the reporting period is as follows:

	Group	
	2016 \$'000	2015 \$'000
Trade receivables past due for:		
– 1 – 30 days	6,933	5,180
– 31 – 60 days	1,855	979
– More than 60 days	1,056	3,924
	<u>9,844</u>	<u>10,083</u>

Receivables that are impaired

The Group's trade receivables that are impaired at the end of the reporting period and the movement of the allowance account used to record the impairment are as follows:

	Group Individually impaired	
	2016 \$'000	2015 \$'000
Trade receivables – nominal	732	2,578
Less: Allowance for doubtful receivables	(732)	(1,374)
	<u>-</u>	<u>1,204</u>

	Group Individually impaired	
	2016 \$'000	2015 \$'000
Movement in allowance		
At beginning of the year	1,374	183
Charge for the year	68	1,209
Written back	(710)	(18)
At end of the year	<u>732</u>	<u>1,374</u>

Trade receivables that are individually determined to be impaired at the end of the reporting period relate to debtors that are in significant financial difficulties and have defaulted on payments. These debtors are not secured by any collateral or credit enhancements.

In the current financial year, the Group wrote-back \$710,000 (2015: \$18,000) of allowance for doubtful receivables upon collection of these debts.

NOTES TO THE FINANCIAL STATEMENTS

18. OTHER RECEIVABLES AND DEPOSITS

	Group		Company	
	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000
Other receivables	166	291	24	21
Deposits	707	880	-	-
	873	1,171	24	21

19. PREPAYMENTS

	Group		Company	
	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000
Prepaid expenses	356	939	156	229
Advances to suppliers	109	-	-	-
Prepayments for inventories	-	2,096	-	-
	465	3,035	156	229

The advances to suppliers relate to advance payments made to suppliers for the purchase of certain machinery where the installation has not been completed as at year end. These advances will be reclassified to "property, plant and equipment" upon completion of the installation in the subsequent year.

20. LOANS DUE FROM SUBSIDIARY COMPANIES, NON-CURRENT

These amounts are unsecured, interest-free, to be settled in cash, and are not expected to be repaid within the next twelve months from the end of the reporting period.

LOANS DUE FROM SUBSIDIARY COMPANIES, CURRENT AMOUNTS DUE FROM SUBSIDIARY COMPANIES (NON-TRADE) AMOUNT DUE TO A SUBSIDIARY COMPANY (NON-TRADE) AMOUNT DUE TO SUBSIDIARY COMPANIES (TRADE)

These amounts are unsecured, interest-free, repayable on demand and to be settled in cash.

NOTES TO THE FINANCIAL STATEMENTS

21. GROSS AMOUNT DUE FROM CUSTOMERS FOR CONTRACT WORK-IN-PROGRESS

	Group	
	2016 \$'000	2015 \$'000
This comprises:		
Aggregate project costs incurred and recognised profits to-date	200	1,284
Less: Progress billings	-	-
	200	1,284
Presented as:		
Gross amount due from customers for contract work-in-progress	200	1,284

22. FIXED DEPOSITS PLEDGED CASH AND CASH EQUIVALENTS

Fixed deposits are made for varying periods depending on the immediate cash requirements of the Group, and earn interest at the respective short-term deposit rates. Fixed deposits of Nil (2015: \$588,000) are pledged by a subsidiary company to secure its banker's guarantee. Interest of fixed deposits is at rates ranging from 0.10% to 1.70% (2015: 0.40% to 1.20%) per annum, which are also the effective interest rates.

	Group		Company	
	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000
Cash and bank balances	25,514	38,598	1,968	1,208
Fixed deposits	25,966	17,291	13,239	13,126
	51,480	55,889	15,207	14,334
Fixed deposits pledged with bank	-	(588)	-	-
Cash and cash equivalents	51,480	55,301	15,207	14,334

23. TRADE AND OTHER PAYABLES

	Group		Company	
	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000
Trade payables	8,908	7,700	-	-
Net GST payable	1,214	655	31	49
Other payables	1,849	3,276	34	26
Accrued operating expenses	8,210	13,497	984	602
	20,181	25,128	1,049	677

NOTES TO THE FINANCIAL STATEMENTS

23. TRADE AND OTHER PAYABLES (CONTINUED)

Trade payables

Trade payables are non-interest bearing and are normally settled on 30-90 days terms.

Other payables

Other payables are non-interest bearing and have an average term of 2 months.

24. PROVISION FOR FORESEEABLE LOSSES

	2016 \$'000	2015 \$'000
At beginning of the year	-	1,400
Reversed during the year	-	(1,400)
At end of the year	-	-

In 2014, the Group had foreseen that it would incur losses on certain contracts entered into during the year, and had provided for such foreseeable losses.

25. PROVISION FOR WARRANTY

	Group	
	2016 \$'000	2015 \$'000
At beginning of year	3,262	2,992
Provided during the year	621	270
Reversed during the year	(1,290)	-
At end of the year	2,593	3,262

The Group typically provides a 5-year warranty to its customers for painting works. The amount of the provision for warranty is estimated based on past experience of operations management. The estimation basis is reviewed on an ongoing basis and revised where appropriate.

26. OBLIGATIONS UNDER FINANCE LEASE

These obligations are secured by a charge over the lease assets (Note 11). The discount rate implicit in the leases is 5.468% (2015: 5.468%) per annum.

NOTES TO THE FINANCIAL STATEMENTS

27. DEFERRED TAXATION

Deferred tax relate to the following:

	Group			
	Consolidated balance sheet		Consolidated income statement	
	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000
Deferred tax liabilities				
Differences in depreciation for tax purposes	<u>2,405</u>	<u>2,286</u>	<u>119</u>	<u>(142)</u>
Deferred tax assets				
Provisions	<u>(685)</u>	<u>(611)</u>	<u>(74)</u>	<u>(15)</u>
Unutilised tax losses	<u>(305)</u>	<u>(296)</u>	<u>(9)</u>	<u>(296)</u>
Net deferred tax liabilities	<u>1,415</u>	<u>1,379</u>		
Deferred income tax expense/(credit)			<u>36</u>	<u>(453)</u>

28. SHARE CAPITAL AND TREASURY SHARES

Share Consolidation

The Company undertook a share consolidation of every two (2) existing shares in the share capital of the Company into one (1) consolidated shares, which was approved by the shareholders at the Extraordinary General Meeting of the Company held on 19 October 2015 (the “**Share Consolidation**”). Following the completion of the Share Consolidation, which became effective on 25 November 2015, the total number of issued shares of the Company excluding treasury shares was 204,578,897 after disregarding any fractions of a consolidated share arising from the Share Consolidation.

2012 Warrants

On 7 January 2013, the Company had allotted and issued the Warrants (“**2012 Warrants**”) pursuant to the Warrants Issue. The 81,114,750 2012 Warrants were listed and quoted on the Official List of SGX-ST on 9 January 2013. The new shares arising from the exercise of the Warrants will be listed and quoted on the Official List of SGX-ST.

NOTES TO THE FINANCIAL STATEMENTS

28. SHARE CAPITAL AND TREASURY SHARES (CONTINUED)

2012 Warrants (Continued)

Further to the completion of the above Share Consolidation, the Company has made the following adjustments to the 2012 Warrants on the same date:

- a. on the basis that two (2) 2012 Warrants will be consolidated into one (1) Consolidated 2012 Warrant.
- b. the existing exercise price of each Consolidated 2012 Warrant will be adjusted from S\$0.13 to S\$0.26.
- c. each Consolidated 2012 Warrant shall carry the right to receive one (1) Consolidated Share.

2013 Warrants

On 14 May 2014, the Company had allotted and issued the Warrants ("**2013 Warrants**") pursuant to the Warrants Issue. The 200,990,250 2013 Warrants were listed and quoted on the Official List of SGX-ST on 16 May 2014. The new shares arising from the exercise of the Warrants will be listed and quoted on the Official List of SGX-ST.

Further to the completion of the above Share Consolidation, the Company has made the following adjustments to the 2013 Warrants on the same date:

- a. on the basis that two (2) 2013 Warrants will be consolidated into one (1) Consolidated 2013 Warrant.
- b. the existing exercise price of each Consolidated 2013 Warrant will be adjusted from S\$0.33 to S\$0.66.
- c. each Consolidated 2013 Warrant shall carry the right to receive one (1) Consolidated Share.

In view of the above, the changes in the Group and Company's share capital and treasury shares are as follows:–

(a) Share capital

	Group and Company			
	2016		2015	
	No. of shares ('000)	\$'000	No. of shares ('000)	\$'000
At beginning of the year	409,798	65,008	402,645	62,785
Share Consolidation	(204,899)	–	–	–
Issuance of ordinary shares upon exercise of warrants	30	11	7,153	2,223
At end of the year	<u>204,929</u>	<u>65,019</u>	<u>409,798</u>	<u>65,008</u>

NOTES TO THE FINANCIAL STATEMENTS

28. SHARE CAPITAL AND TREASURY SHARES (CONTINUED)

(a) *Share capital (Continued)*

The holders of ordinary shares are entitled to receive dividends as and when declared by the Company. All ordinary shares carry one vote per share without restriction. The ordinary shares have no par value.

(b) *Treasury shares*

	Group and Company			
	2016		2015	
	No. of shares ('000)	\$'000	No. of shares ('000)	\$'000
At beginning of the year	640	160	640	160
Share Consolidation	(320)	-	-	-
At end of the year	320	160	640	160

Treasury shares relate to ordinary shares of the Company that are held by the Company.

29. CAPITAL RESERVE

2013 Warrants

Since 1 July 2015, no 2013 Warrants were exercised to acquire new shares. In 2015, 6,196,359 of the 2013 Warrants were exercised to acquire 6,196,359 new ordinary shares. As at 30 Jun 2016, 97,396,852 Consolidated 2013 Warrants (2015: 194,793,891 2013 Warrants) were outstanding.

2012 Warrants

Since 1 July 2015, 30,500 Consolidated 2012 Warrants were exercised to acquire 30,500 new shares. In 2015, 956,000 of the 2012 Warrants were exercised to acquire 956,000 new ordinary shares. As of 30 June 2016, 1,275,625 Consolidated 2012 Warrants (2015: 2,612,250 2012 Warrants) were outstanding.

	Group and Company	
	2016 \$'000	2015 \$'000
At beginning of the year	1,155	1,209
Transfer to share capital upon exercise of warrants	(3)	(54)
At end of the year	1,152	1,155

NOTES TO THE FINANCIAL STATEMENTS

30. FOREIGN CURRENCY TRANSLATION RESERVE

The foreign currency translation reserve is used to record exchange differences arising from the translation of the financial statements of foreign operations whose functional currencies are different from that of the Group's presentation currency.

	Group	
	2016 \$'000	2015 \$'000
At beginning of the year	(360)	(561)
Net effect of exchange differences arising from translation of financial statements of foreign operations	91	201
At end of the year	<u>(269)</u>	<u>(360)</u>

31. DIVIDEND

	Group and Company	
	2016 \$'000	2015 \$'000
Declared and paid during the year:		
<i>Dividends on ordinary shares:</i>		
– Tax exempt (one tier) final dividend paid in respect of the previous financial year of Nil (2015: \$0.03) per ordinary share	–	12,275
– Tax exempt (one tier) interim dividend paid in respect of the current financial year of \$0.02 (2015: \$0.01) per ordinary share	4,092	4,091
– Tax exempt (one tier) special interim dividend paid in respect of the current financial year of \$0.03 (2015: Nil) per ordinary share	6,138	–
	<u>10,230</u>	<u>16,366</u>

No dividends were proposed and recognised as liability as at 30 June 2016 and 2015.

Tax consequences of proposed dividends

There are no income tax consequences (2015: Nil) attached to the dividends to the shareholders proposed by the Company but not recognised as a liability in the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

32. RELATED PARTY INFORMATION

(a) Sales and purchase of services

In addition to those related party information disclosed elsewhere in the financial statements, the following significant transactions between the Group and related parties who are not members of the Group took place during the year on terms agreed between the parties:

Related parties	2016 \$'000	2015 \$'000
Provision of consultancy services by Director	36	36
Provision of services to Director	-	27

(b) Commitments with related parties

A subsidiary company entered into agreements with Directors to lease dormitory housing for its employees. Lease payments recognised as an expense in income statement for the financial year ended 30 June 2016 amounted to \$52,000 (2015: \$52,000) for the Group. The Group expects the future lease payments to be \$52,000 and \$22,000 for the financial years ending 30 June 2017 and 2018 respectively.

(c) Compensation of key management personnel

	Group	
	2016 \$'000	2015 \$'000
Central Provident Fund contributions	173	148
Short-term employee benefits	3,411	3,212
Total compensation paid to key management personnel	3,584	3,360
Comprise amounts paid to:		
– Directors of the Company	2,410	2,340
– Other key management personnel	1,174	1,020
	3,584	3,360

The remuneration of key management personnel is determined by the remuneration committee having regard to the performance of individuals and market trends.

NOTES TO THE FINANCIAL STATEMENTS

33. COMMITMENTS

Operating lease commitments

The Group has various operating lease agreements for leasehold premises, staff accommodation and office equipment. These leases have an average tenure of between 1 and 38 years (2015: 1 and 39 years) with no renewal option or contingent rent provision included in the contracts. Lease terms do not contain restrictions on the Group's activities concerning dividends, additional debt or further leasing.

	Group	
	2016 \$'000	2015 \$'000
Future minimum lease payments		
– not later than one year	5,142	5,289
– one year through five years	7,092	4,427
– more than five years	7,557	8,841
	<u>19,791</u>	<u>18,557</u>

Minimum lease payments recognised as an expense in the income statement for the financial year ended 30 June 2016 amounted to \$6,324,000 (2015: \$4,328,000) for the Group. In addition, included in the above lease payments of the Group is an amount of \$52,000 (2015: \$57,000) payable to related parties (Note 32(b)).

Finance lease commitments

The Group has finance leases for certain items of office equipment. These leases have purchase options but no terms of renewal and escalation clauses.

Future minimum lease payments under finance leases together with the present value of the net minimum lease payments are as follows:

	2016 \$'000		2015 \$'000	
	Minimum lease payments	Present value of payment (Note 26)	Minimum lease payments	Present value of payment (Note 26)
Not later than one year	90	79	90	79
Later than one year but not later than five years	202	177	291	255
Total minimum lease payments	292	256	381	334
Less: Amounts representing finance charges	(36)	–	(47)	–
Present value of minimum lease payments	<u>256</u>	<u>256</u>	<u>334</u>	<u>334</u>

NOTES TO THE FINANCIAL STATEMENTS

34. CONTINGENT LIABILITIES

The Company has provided corporate guarantees amounting to approximately \$64,990,000 (2015: \$44,990,000) in favour of certain financial institutions for banking and finance lease facilities granted to subsidiary companies.

The Company has undertaken to provide continuing financial support to Hai Leck Engineering & Construction Pte. Ltd., Hai Leck Overseas Investments Pte. Ltd., United Holding (1975) Pte. Ltd., Hai Leck Integrated Services Pte. Ltd., and Hai Leck Services Pte. Ltd.. These subsidiaries are in net current liability positions as at 30 June 2016.

35. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

The Group and the Company are exposed to financial risks arising from its operations and the use of financial instruments.

The Group's principal financial instruments comprise cash and short term deposits. The main purpose of these financial instruments is to raise finance for the Group's operations. The Group has various other financial assets and liabilities such as trade receivables and trade payables, which arise directly from its operations.

It is, and has been throughout the current and previous financial year, the Group's policy that no trading in derivative financial instruments shall be undertaken.

The main risks arising from the Group's financial instruments are foreign currency risk, liquidity risk and credit risk. The Board reviews and agrees policies for managing these risks.

There has been no change to the Group's exposure to these financial risks or the manner in which the Group manages and measures the risks.

(a) Foreign currency risk

The Group has transactional currency exposures arising from sales or purchases by an operating unit in currencies other than the unit's functional currency. The Group's trade receivable and trade payable balances at the end of the reporting period have similar exposure.

The Group is also exposed to currency translation risks arising from its net investments in foreign operations including Malaysia and Thailand. The Group's net investments in these operations are not hedged as these are considered to be long-term in nature.

Foreign exchange risk is deemed not significant by management as the Group's transactions are mainly in the respective entities' functional currency. It is the Group's policy not to trade in derivative contracts.

NOTES TO THE FINANCIAL STATEMENTS

35. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONTINUED)

(b) Liquidity risk

Liquidity risk is the risk that the Group or the Company will encounter difficulty in meeting financial obligations due to shortage of funds. The Group's and the Company's exposure to liquidity risk arises primarily from mismatches of the maturities of financial assets and liabilities. The Group's and the Company's objective is to maintain a balance between continuity of funding and flexibility through the use of stand-by credit facilities.

To manage liquidity risk, the Group and the Company monitors its net operating cash flow and maintains an adequate level of cash and cash equivalents and secured committed funding facilities from financial institutions. In assessing the adequacy of these funding facilities, management reviews its working capital requirements regularly.

Analysis of financial instruments by remaining contractual maturities

The table below summarises the maturity profile of the Group's and the Company's financial assets and liabilities at the end of the reporting period based on the contractual undiscounted repayment obligations.

	Within 1 year \$'000	2016 1 to 5 years \$'000	Total \$'000	Within 1 year \$'000	2015 1 to 5 years \$'000	Total \$'000
Group						
Financial assets:						
Customer retention	971	-	971	306	180	486
Trade and other receivables and deposits	36,150	150	36,300	27,342	222	27,564
Fixed deposits pledged	-	-	-	588	-	588
Cash and cash equivalents	51,480	-	51,480	55,301	-	55,301
Total undiscounted financial assets	<u>88,601</u>	<u>150</u>	<u>88,751</u>	<u>83,537</u>	<u>402</u>	<u>83,939</u>
Financial liabilities:						
Suppliers retention	233	-	233	392	-	392
Trade and other payables (excluding net GST payable)	18,967	-	18,967	24,473	-	24,473
Obligations under finance lease	90	202	292	90	291	381
Total undiscounted financial liabilities	<u>19,290</u>	<u>202</u>	<u>19,492</u>	<u>24,955</u>	<u>291</u>	<u>25,246</u>
Total net undiscounted financial assets/(liabilities)	<u>69,311</u>	<u>(52)</u>	<u>69,259</u>	<u>58,582</u>	<u>111</u>	<u>58,693</u>

NOTES TO THE FINANCIAL STATEMENTS

35. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONTINUED)

(b) Liquidity risk (Continued)

	2016				2015			
	Within 1 year \$'000	1 to 5 years \$'000	More than 5 years \$'000	Total \$'000	Within 1 year \$'000	1 to 5 years \$'000	More than 5 years \$'000	Total \$'000
Company								
Financial assets:								
Loans due from subsidiary companies	-	-	21,861	21,861	5,500	-	24,561	30,061
Other receivables and deposits	24	100	-	124	21	100	-	121
Amounts due from subsidiary companies (non-trade)	399	-	-	399	722	-	-	722
Cash and cash equivalents	15,207	-	-	15,207	14,334	-	-	14,334
Total undiscounted financial assets	<u>15,630</u>	<u>100</u>	<u>21,861</u>	<u>37,591</u>	<u>20,577</u>	<u>100</u>	<u>24,561</u>	<u>45,238</u>
Financial liabilities:								
Trade and other payables (excluding net GST payable)	1,018	-	-	1,018	628	-	-	628
Amount due to a subsidiary company (trade)	115	-	-	115	-	-	-	-
Amounts due to a subsidiary company (non-trade)	71	-	-	71	23	-	-	23
Total undiscounted financial liabilities	<u>1,204</u>	<u>-</u>	<u>-</u>	<u>1,204</u>	<u>651</u>	<u>-</u>	<u>-</u>	<u>651</u>
Total net undiscounted financial assets	<u>14,426</u>	<u>100</u>	<u>21,861</u>	<u>36,387</u>	<u>19,926</u>	<u>100</u>	<u>24,561</u>	<u>44,587</u>

NOTES TO THE FINANCIAL STATEMENTS

35. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONTINUED)

(c) Credit risk

Credit risk is the risk of loss that may arise on outstanding financial instruments should a counterparty default on its obligations. The Group's and the Company's exposure to credit risk arises primarily from trade and other receivables. For other financial assets, the Group and the Company minimise credit risk by dealing exclusively with high credit rating counterparties.

The Group's objective is to seek continual revenue growth while minimising losses incurred due to increased credit risk exposure. The Group trades only with recognised and creditworthy third parties. It is the Group's policy that all customers who wish to trade on credit terms are subject to credit verification procedures. In addition, receivable balances are monitored on an ongoing basis. For transactions that do not occur in the country of the relevant operating unit, the Group does not offer credit terms without the approval of the credit control team.

Exposure to credit risk

At the end of the reporting period, the Group's and the Company's maximum exposure to credit risk is represented by:

- The carrying amounts of trade and other receivables (including joint venture balances), fixed deposits pledged and cash and cash equivalents. Fixed deposits pledged and cash and cash equivalents are placed with banks of good standing. The Group performs ongoing credit evaluation of its customers' financial conditions and maintains an allowance for doubtful trade receivables based upon expected collectability of all trade debts.

Credit risk concentration profile

At the end of the reporting period, approximately 74% (2015: 81%) of the Group's trade receivables were due from 5 major customers who are multi-national corporations located in Singapore or government agencies.

Financial assets that are neither past due nor impaired

Trade and other receivables that are neither past due nor impaired are creditworthy debtors with good payment record with the Group. Fixed deposits pledged and cash and cash equivalents that are neither past due nor impaired are placed with or entered into with reputable financial institutions with high credit ratings and no history of default.

Financial assets that are either past due or impaired

Information regarding financial assets that are either past due or impaired is disclosed in Note 17 (Trade receivables).

NOTES TO THE FINANCIAL STATEMENTS

36. FAIR VALUE OF ASSETS AND LIABILITIES

- (a) **Fair value of financial instruments by classes that are not carried at fair value and whose carrying amounts are reasonable approximation of fair values**

Trade receivables, other receivables and deposits, customer retention, trade and other payables, suppliers retention, loans due from subsidiary companies (current) and amounts due from/(to) subsidiary companies

The carrying amounts of these financial assets and liabilities are reasonable approximation of their values due to their short-term nature.

- (b) **Fair value of financial instruments by classes that are not carried at fair value and whose carrying amounts are not reasonable approximation of fair values**

Loans due from subsidiary companies (non-current)

The loans due from subsidiary companies have no repayment term and are only repayable when the cash flows of those subsidiary companies permit. Therefore the fair value of the loans is not determinable as the timing of the future cash flows arising from the loans cannot be estimated reliably.

- (c) **Categories of financial instruments**

Set out below is the carrying amount of each of the category of the Group's and the Company's financial instruments that are carried in the financial statements:

Group	Loans and receivables \$'000	Liabilities at amortised cost \$'000
2016		
Assets		
Customer retention	971	-
Trade receivables	35,277	-
Other receivables and deposits	1,023	-
Cash and cash equivalents	51,480	-
Total	88,751	-
Liabilities		
Suppliers retention	-	233
Trade and other payables (excluding net GST payable)	-	18,967
Obligations under finance lease	-	256
Total	-	19,456

NOTES TO THE FINANCIAL STATEMENTS

36. FAIR VALUE OF ASSETS AND LIABILITIES (CONTINUED)

(c) Categories of financial instruments (Continued)

Company	Loans and receivables \$'000	Liabilities at amortised cost \$'000
2015		
Assets		
Loans due from subsidiary companies	30,061	–
Other receivables and deposits	121	–
Amounts due from subsidiary companies (trade)	722	–
Cash and cash equivalents	14,334	–
Total	45,238	–
Liabilities		
Trade and other payables (excluding net GST payable)	–	628
Amount due to a subsidiary company (non-trade)	–	23
Total	–	651

37. CAPITAL MANAGEMENT

Capital includes debt and equity items as disclosed in the table below.

The primary objective of the Group's capital management is to ensure that it maintains a strong credit rating and healthy capital ratios in order to support its business and maximise shareholder value.

The Group manages its capital structure and makes adjustments to it, in light of changes in economic conditions. To maintain or adjust the capital structure, the Group may issue new shares. No changes were made in the objectives, policies or processes during the financial years ended 30 June 2016 and 2015. The Group is not subjected to any externally imposed capital requirements.

The Group monitors capital using the gearing ratio, calculated as gross debt over total equity. The Group's policy is to keep the gearing ratio between 10% to 50%. Gross debt includes all trade and other payables. Total equity means equity attributable to equity holders of the Company.

	Group	
	2016 \$'000	2015 \$'000
Trade and other payables	20,181	25,128
Suppliers retention	233	392
Gross debt	20,414	25,520
Equity attributable to equity holders of the Company	120,440	117,816
Gross debt equity ratio	16.95%	21.66%

NOTES TO THE FINANCIAL STATEMENTS

38. SEGMENT INFORMATION

For management purposes, the Group is organised into business units based on their products and services, and has three reportable operating segments as follows:

(i) Project services

Project services comprise mechanical engineering services, scaffolding, corrosion prevention services, thermal insulation services, refractory and passive fireproofing and complemented by general civil engineering services.

Mechanical services refer to engineered solutions in structural steel and piping fabrication and installation, plant and equipment installation, maintenance, modifications and repairs to oil refinery, petrochemical, chemical and power plants.

Scaffolding services pertain to erection of scaffolds which are a temporary framework used to support workmen in the construction or repair of buildings and other large structures.

Corrosion prevention involves using high pressure blasting equipment and cleaning processes to remove surface contaminants ("Surface Preparation") before the application of a coat of paint onto clean surfaces of metal structures ("Coating").

Thermal protection and insulation refers to methods and processes used to reduce heat transfer and involves either (i) hot insulation, which is the prevention of heat loss from pipes, vessels and other process equipment, or (ii) cold insulation, which is the prevention of pipes, vessels and other process equipment from rising in temperature by maintaining the temperature of the cold fluids in these pipes, vessels and other process equipment.

(ii) Maintenance services

Maintenance services pertain to routine and/or turnaround maintenance service for the abovementioned specialist engineering services. Routine maintenance is carried out on a daily basis without shutting down the operations of the facilities. Turnaround maintenance is carried out periodically and requires the facilities to temporarily shut-down for major clean-up works, replacements and/or additions of pipings and equipment.

(iii) Contact centre services

Contact centre services pertain to call centre services, telecommunications and information technology services.

Except as indicated above, no operating segments have been aggregated to form the above reportable operating segments.

NOTES TO THE FINANCIAL STATEMENTS

38. SEGMENT INFORMATION (CONTINUED)

Management monitors the operating results of its business units separately for the purpose of making decisions about resource allocation and performance assessment. Segment performance is evaluated based on operating profit or loss which in certain respects, as explained in the table below, is measured differently from operating profit or loss in the consolidated financial statements. Group income taxes are managed on a group basis and are not allocated to operating segments.

Transfer prices between operating segments are on an arm's length basis in a manner similar to transactions with third parties.

	Project services		Maintenance services		Contact centre services		Adjustments and eliminations		Notes	Consolidated financial statements	
	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000	2016 \$'000	2015 \$'000		2016 \$'000	2015 \$'000
Revenue:											
External customers	39,914	25,590	52,307	81,132	11,895	12,656	-	-		104,116	119,378
Inter-segment sales	10,828	16,397	29,671	31,928	-	-	(40,499)	(48,325)	A	-	-
Total revenue	<u>50,742</u>	<u>41,987</u>	<u>81,978</u>	<u>113,060</u>	<u>11,895</u>	<u>12,656</u>	<u>(40,499)</u>	<u>(48,325)</u>		<u>104,116</u>	<u>119,378</u>
Results:											
Interest income	62	42	100	133	35	4	-	-		197	179
Depreciation and amortisation	2,133	867	3,445	4,257	530	459	-	-		6,108	5,583
Segment profit before tax	3,054	866	8,424	14,507	4,154	4,754	(472)	(8,251)	B	15,160	11,876
Assets:											
Additions to non-current assets	1,255	1,703	1,984	9,101	554	1,177	-	-	C	3,793	11,981
Segment assets	91,131	65,986	138,361	170,328	14,578	11,000	(96,096)	(97,082)	D	147,974	150,232
Segment liabilities:	<u>37,913</u>	<u>37,448</u>	<u>41,974</u>	<u>47,362</u>	<u>1,117</u>	<u>1,437</u>	<u>(57,123)</u>	<u>(56,714)</u>	E	<u>23,881</u>	<u>29,533</u>

NOTES TO THE FINANCIAL STATEMENTS

38. SEGMENT INFORMATION (CONTINUED)

Notes Nature of adjustments and eliminations to arrive at amounts reported in the consolidated financial statements

- A. Inter-segment revenues are eliminated on consolidation.
- B. The following items are deducted from segment profit before tax to arrive at profits before tax presented in consolidated income statement:

	2016	2015
	\$'000	\$'000
Inter-segment income and expenses	-	-
Others	(472)	(8,251)
	(472)	(8,251)

- C. Additions to non-current assets consist of additions to property, plant and equipment.
- D. Inter-segment assets are eliminated on consolidation.
- E. The following items are (deducted from)/added to segment liabilities to arrive at total liabilities reported in the consolidated balance sheet:

	2016	2015
	\$'000	\$'000
Inter-segment liabilities	(60,776)	(59,597)
Provision for taxation	2,238	1,504
Deferred taxation	1,415	1,379
	(57,123)	(56,714)

Geographical segments

Revenue and non-current assets information based on the geographical location of customers and assets respectively are as follows:

	Revenue		Non-current assets	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
Singapore	104,116	119,378	52,277	54,544
Total	104,116	119,378	52,277	54,544

Non-current assets information presented above consist of property, plant and equipment and intangible assets as presented in the consolidated balance sheet.

NOTES TO THE FINANCIAL STATEMENTS

38. SEGMENT INFORMATION (CONTINUED)

Information about major customers

The Group derives revenue from one (2015: one) major customers arising from sales from the project services segment and two (2015: two) major customers arising from sales from maintenance services segment as follows:

	Project services		Maintenance services	
	2016	2015	2016	2015
	\$'000	\$'000	\$'000	\$'000
Customer A	16,076	8,317	30,766	50,801
Customer B	5,258*	931*	5,806	22,162

* These figures have been shown for comparative purposes.

39. AUTHORISATION OF FINANCIAL STATEMENTS

The financial statements for the year ended 30 June 2016 were authorised for issue in accordance with a resolution of the Directors on 14 September 2016.

STATISTICS OF SHAREHOLDINGS

As at 5 September 2016

SHAREHOLDERS' INFORMATION

Total number of shares excluding treasury shares	:	204,609,397
Class of shares	:	Ordinary Shares
Voting rights	:	One vote per ordinary share (excluding treasury shares)

TREASURY SHARES

Total number of shares held as treasury shares	:	320,000
Voting rights	:	None
Percentage of holding against the total number of issued shares excluding treasury shares	:	0.16%

DISTRIBUTION OF SHAREHOLDINGS

SIZE OF SHAREHOLDINGS	NO. OF SHAREHOLDERS	%	NO. OF SHARES	%
1 – 99	428	30.51	2,947	0.00
100 – 1,000	303	21.60	167,335	0.08
1,001 – 10,000	317	22.59	1,829,980	0.90
10,001 – 1,000,000	349	24.87	24,801,535	12.12
1,000,001 AND ABOVE	6	0.43	177,807,600	86.90
TOTAL	1,403	100.00	204,609,397	100.00

TWENTY LARGEST SHAREHOLDERS

NO.	NAME	NO. OF SHARES	%
1	Cheng Buck Poh @ Chng Bok Poh	92,466,250	45.19
2	Cheng Capital Holdings Pte Ltd	78,000,000	38.12
3	Lee Sau Leung	3,229,950	1.58
4	Raffles Nominees (Pte) Limited	1,790,600	0.88
5	Citibank Nominees Singapore Pte Ltd	1,183,600	0.58
6	Soon Sing	1,137,200	0.56
7	Wing Huat Loong Pte Ltd	997,450	0.49
8	DBS Nominees (Private) Limited	976,717	0.48
9	Maxi-Harvest Group Pte Ltd	874,100	0.43
10	RHB Securities Singapore Pte. Ltd.	825,000	0.40
11	Tan Meow Ching	786,000	0.38
12	Cheng Hwee Peow @ Chong Hui Ping	700,000	0.34
13	Nomura Singapore Limited	650,000	0.32
14	Tan Wei Yi (Chen Weiyi)	587,100	0.29
15	Thomas Dennis William	515,500	0.25
16	Quek Chiau Beng	470,500	0.23
17	Yee Choy Chan	426,000	0.21
18	Maybank Kim Eng Securities Pte. Ltd.	410,543	0.20
19	UOB Kay Hian Private Limited	390,000	0.19
20	CIMB Securities (Singapore) Pte. Ltd.	378,137	0.18
TOTAL		186,794,647	91.30

STATISTICS OF SHAREHOLDINGS

As at 5 September 2016

SUBSTANTIAL SHAREHOLDERS

(As recorded in the Register of Substantial Shareholders)

	Direct Interest	%	Deemed Interest	%
Cheng Capital Holdings Pte Ltd ^{(1) (2)}	78,000,000	38.12	–	–
Cheng Buck Poh @ Chng Bok Poh ^{(1) (2) (3)}	92,466,250	45.19	78,000,000	38.12
Goo Guik Bing @ Goh Guik Bing ^{(1) (3)}	–	–	170,466,250	83.31

The percentage of shareholding above is computed based on the total issued shares of 204,609,397 excluding treasury shares.

Notes:

- Cheng Capital Holdings Pte Ltd ("**Cheng Capital Holdings**") is held by Messrs Cheng Buck Poh @ Chng Bok Poh (52 shares (52%)), Goo Guik Bing @ Goh Guik Bing (10 shares (10%)), Cheng Yao Tong (10 shares (10%)), Cheng Li Peng (7 shares (7%)), Cheng Li Chen (7 shares (7%)), Cheng Li Hui (7 shares (7%)), and Cheng Wee Ling (7 shares (7%)). Mr Cheng Buck Poh @ Chng Bok Poh and Mdm Goo Guik Bing @ Goh Guik Bing are husband and wife and our Chief Executive Officer, Mr Cheng Yao Tong, our Deputy Chief Executive Officer and Executive Director, Ms Cheng Li Hui, our Non-Executive Director, Ms Cheng Li Chen, as well as Ms Cheng Li Peng and Ms Cheng Wee Ling are their children.
- Mr Cheng Buck Poh @ Chng Bok Poh is deemed to be interested in the 78,000,000 shares held by Cheng Capital Holdings by virtue of his 52% shareholdings in Cheng Capital Holdings.
- Mdm Goo Guik Bing @ Goh Guik Bing is deemed to be interested in the 78,000,000 shares held by Cheng Capital Holdings by virtue of her husband's 52% shareholdings in Cheng Capital Holdings and 92,466,250 shares held by her husband.

PERCENTAGE OF SHAREHOLDING IN PUBLIC'S HANDS

16.46% of the Company's shares are held in the hands of public. Accordingly, the Company has complied with Rule 723 of the Listing Manual of the SGX-ST.

STATISTICS OF WARRANT HOLDINGS

As at 5 September 2016

DISTRIBUTION OF WARRANT HOLDINGS (W180105)

<u>SIZE OF WARRANT HOLDINGS</u>	<u>NO. OF WARRANT HOLDERS</u>	<u>%</u>	<u>NO. OF WARRANTS</u>	<u>%</u>
1 – 99	0	0.00	0	0.00
100 – 1,000	63	38.18	42,350	3.32
1,001 – 10,000	74	44.85	335,150	26.27
10,001 – 1,000,000	28	16.97	898,125	70.41
1,000,001 AND ABOVE	0	0.00	0	0.00
TOTAL	165	100.00	1,275,625	100.00

TWENTY LARGEST WARRANT HOLDERS

<u>NO.</u>	<u>NAME</u>	<u>NO. OF WARRANTS</u>	<u>%</u>
1	RHB Securities Singapore Pte. Ltd.	144,000	11.29
2	Phillip Securities Pte Ltd	108,500	8.51
3	Lim Guan Pheng	100,000	7.84
4	OCBC Securities Private Limited	87,500	6.86
5	Koh Soon Chuang	68,000	5.33
6	DBS Vickers Securities (Singapore) Pte Ltd	32,500	2.55
7	DBS Nominees (Private) Limited	27,875	2.19
8	Low Chin Yee	25,500	2.00
9	Ong Shi-Wei Jill (Wang Shihui Jill)	25,000	1.96
10	Ong Swee Whatt	25,000	1.96
11	Pritam Singh S/O Bachan Singh	25,000	1.96
12	Lee Thiam Seng	19,000	1.49
13	UOB Kay Hian Private Limited	17,500	1.37
14	Chong Poh Sin	15,000	1.18
15	Geh Siew Im or Mok Choon Hoe Nee Geh Siew Ming	15,000	1.18
16	Mok Choon Hoe Nee Geh Siew Ming or Mok Kan Hwei Paul	15,000	1.18
17	Wong Hui Yew or Yu Yang Chyn	15,000	1.18
18	Choong Chan Yong	12,500	0.98
19	Goh Chai Seng or Low Choon Nai	12,500	0.98
20	Hui Kou Mow	12,500	0.98
	TOTAL	802,875	62.97

STATISTICS OF WARRANT HOLDINGS

As at 5 September 2016

DISTRIBUTION OF WARRANT HOLDINGS (W190513)

<u>SIZE OF WARRANT HOLDINGS</u>	<u>NO. OF WARRANT HOLDERS</u>	<u>%</u>	<u>NO. OF WARRANTS</u>	<u>%</u>
1 – 99	135	34.18	1,025	0.00
100 – 1,000	27	6.84	9,389	0.01
1,001 – 10,000	121	30.63	548,068	0.56
10,001 – 1,000,000	108	27.34	8,285,245	8.51
1,000,001 AND ABOVE	4	1.01	88,553,125	90.92
TOTAL	395	100.00	97,396,852	100.00

TWENTY LARGEST WARRANT HOLDERS

<u>NO.</u>	<u>NAME</u>	<u>NO. OF WARRANTS</u>	<u>%</u>
1	Cheng Buck Poh @ Chng Bok Poh	46,233,125	47.47
2	Cheng Capital Holdings Pte Ltd	39,000,000	40.04
3	Soon Sing	2,203,000	2.26
4	Raffles Nominees (Pte) Limited	1,117,000	1.15
5	DB Nominees (Singapore) Pte Ltd	1,000,000	1.03
6	Phillip Securities Pte Ltd	777,437	0.80
7	UOB Kay Hian Private Limited	719,000	0.74
8	Lim Guan Pheng	438,500	0.45
9	RHB Securities Singapore Pte. Ltd.	412,500	0.42
10	Soon Wei Min	350,000	0.36
11	Koh Chin Hwa	297,500	0.31
12	Citibank Nominees Singapore Pte Ltd	266,500	0.27
13	Koh Cheoh Liang Vincent	255,000	0.26
14	OCBC Securities Private Limited	235,750	0.24
15	Tan Chung Karn (Chen Zhongkang)	205,000	0.21
16	Cheng Wa Sing	181,250	0.19
17	DBS Nominees (Private) Limited	176,558	0.18
18	Quek Chiau Beng	162,750	0.17
19	Yee Choy Chan	100,000	0.10
20	Kwek Wu Hong	83,000	0.09
TOTAL		94,213,870	96.74

NOTICE OF ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN that the Annual General Meeting of Hai Leck Holdings Limited (the “**Company**”) will be held at 47 Tuas View Circuit, Singapore 637357 on Wednesday, 19 October 2016 at 10.00 a.m. for the following purposes:

AS ORDINARY BUSINESS

1. To receive and adopt the Directors’ Statement and the Audited Financial Statements of the Company for the financial year ended 30 June 2016 together with the Auditors’ Report thereon. **(Resolution 1)**

2. To re-elect the following Directors of the Company retiring pursuant to Regulation 93 of the Constitution of the Company:

Mr Cheng Buck Poh @ Chng Bok Poh	(Resolution 2)
Mr Tan Sim Cheng	(Resolution 3)
Ms Cheng Li Hui	(Resolution 4)

[See Explanatory Note (i)]

3. To approve the payment of Directors’ fees of S\$200,000 for the financial year ending 30 June 2017 to be paid quarterly in arrears. (FY2016: S\$200,000) **(Resolution 5)**

4. To re-appoint Messrs Ernst & Young LLP, Certified Public Accountants, as the Auditors of the Company and to authorise the Directors of the Company to fix their remuneration. **(Resolution 6)**

5. To transact any other ordinary business which may properly transacted at an Annual General Meeting.

AS SPECIAL BUSINESS

6. Authority to issue new shares

That pursuant to Section 161 of the Companies Act, Chapter 50 and Rule 806 of the Listing Manual of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”), the Directors of the Company be authorised and empowered to:

- (a) (i) issue shares in the Company (“**Shares**”) whether by way of rights, bonus or otherwise; and/or
- (ii) make or grant offers, agreements or options (collectively, “**Instruments**”) that might or would require shares to be issued, including but not limited to the creation and issue of (as well as adjustments to) options, warrants, debentures or other instruments convertible into shares,

at any time and upon such terms and conditions and for such purposes and to such persons as the Directors of the Company may in their absolute discretion deem fit; and

NOTICE OF ANNUAL GENERAL MEETING

- (b) (notwithstanding the authority conferred by this Resolution may have ceased to be in force) issue shares in pursuant to any Instrument made or granted by the Directors of the Company while this Resolution was in force,

(the “**Share Issue Mandate**”)

provided that:

- (1) the aggregate number of shares (including shares to be issued in pursuant to the Instruments, made or granted pursuant to this Resolution) and Instruments to be issued pursuant to this Resolution shall not exceed fifty per centum (50%) of the total number of issued shares (excluding treasury shares) in the capital of the Company (as calculated in accordance with sub-paragraph (2) below), of which the aggregate number of shares and Instruments to be issued other than on a *pro rata* basis to existing shareholders of the Company shall not exceed twenty per centum (20%) of the total number of issued shares (excluding treasury shares) in the capital of the Company (as calculated in accordance with sub-paragraph (2) below);
- (2) (subject to such calculation as may be prescribed by the SGX-ST) for the purpose of determining the aggregate number of shares and Instruments that may be issued under sub-paragraph (1) above, the total number of issued shares and Instruments shall be based on the total number of issued shares (excluding treasury shares) in the capital of the Company at the time of the passing of this Resolution, after adjusting for:
 - (a) new shares arising from the conversion or exercise of the Instruments or any convertible securities;
 - (b) new shares arising from exercising share options or vesting of share awards outstanding or subsisting at the time of the passing of this Resolution; and
 - (c) any subsequent bonus issue, consolidation or subdivision of shares;
- (3) in exercising the Share Issue Mandate conferred by this Resolution, the Company shall comply with the provisions of the Listing Manual of the SGX-ST for the time being in force (unless such compliance has been waived by the SGX-ST) and the Constitution of the Company; and
- (4) unless revoked or varied by the Company in a general meeting, the Share Issue Mandate shall continue in force (i) until the conclusion of the next Annual General Meeting of the Company or the date by which the next Annual General Meeting of the Company is required by law to be held, whichever is earlier or (ii) in the case of shares to be issued in pursuance of the Instruments, made or granted pursuant to this Resolution, until the issuance of such shares in accordance with the terms of the Instruments.

[See Explanatory Note (ii)]

(Resolution 7)

NOTICE OF ANNUAL GENERAL MEETING

7. Proposed renewal of the share buyback mandate

That:

- (a) for the purposes of Sections 76C and 76E of the Companies Act, Chapter 50 of Singapore (“**Companies Act**”), the Directors of the Company be and are hereby authorised to exercise all the powers of the Company to purchase or otherwise acquire the Shares not exceeding in aggregate the Prescribed Limit (as hereinafter defined), at such price(s) as may be determined by the Directors of the Company from time to time up to the Maximum Price (as hereinafter defined), whether by way of:–
- (i) market purchases (each a “**Market Purchase**”) on the Singapore Exchange Securities Trading Limited (“**SGX-ST**”); and/or
 - (ii) off-market purchases (each an “**Off-Market Purchase**”) effected otherwise than on the SGX-ST in accordance with any equal access schemes as may be determined or formulated by the Directors of the Company as they consider fit, which schemes shall satisfy all the conditions prescribed by the Companies Act,
- and otherwise in accordance with all other provisions of the Companies Act and the Listing Manual of the SGX-ST as may for the time being be applicable (“**Share Buy Back Mandate**”);
- (b) any Share that is purchased or otherwise acquired by the Company pursuant to the Share Buy Back Mandate shall, at the discretion of the Directors of the Company, either be cancelled or held in treasury and dealt with in accordance with the Companies Act;
- (c) unless varied or revoked by the Company in a general meeting, the authority conferred on the Directors of the Company pursuant to the Share Buy Back Mandate may be exercised by the Directors at any time and from time to time during the period commencing from the date of the passing of this resolution and expiring on the earlier of:–
- (i) the date on which the next annual general meeting (“**AGM**”) of the Company is held or is required by law to be held;
 - (ii) the date on which the share buybacks are carried out to the full extent mandated; or
 - (iii) the date on which the authority contained in the Share Buy Back Mandate is varied or revoked;
- (d) for purposes of this resolution:–

“**Prescribed Limit**” means 10% of the issued ordinary share capital of the Company as at the date of the passing of this resolution unless the Company has effected a reduction of the share capital of the Company in accordance with the applicable provisions of the Companies Act, at any time during the Relevant Period (as hereinafter defined), in which event the issued ordinary share capital of the Company shall be taken to be the amount of the issued ordinary share capital of the Company as altered (excluding any treasury shares that may be held by the Company from time to time);

NOTICE OF ANNUAL GENERAL MEETING

“**Relevant Period**” means the period commencing from the date on which the last AGM was held and expiring on the date the next AGM is held or is required by law to be held, whichever is the earlier, after the date of this resolution; and

“**Maximum Price**” in relation to a Share to be purchased, means an amount (excluding brokerage, commission, stamp duties, applicable goods and services tax, clearance fees and other related expenses) not exceeding:–

- (i) in the case of a Market Purchase: 105% of the Average Closing Price; and
- (ii) in the case of an Off-Market Purchase: 120% of the Average Closing Price, where:–

“**Average Closing Price**” means the average of the closing market prices of a Share over the last 5 Market Days, on which transactions in the Shares were recorded, preceding the day of the Market Purchase, and deemed to be adjusted for any corporate action that occurs after the relevant 5-day period; and

“**Market Day**” means a day on which the SGX-ST is open for trading in securities; and

- (e) any of the Directors of the Company be and are hereby authorised to complete and do all such acts and things (including without limitation, to execute all such documents as may be required and to approve any amendments, alterations or modifications to any documents), as they or he may consider desirable, expedient or necessary to give effect to the transactions contemplated by this resolution.

[See Explanatory Note (iii)]

(Resolution 8)

By Order of the Board

Chew Kok Liang
Company Secretary

Singapore
27 September 2016

NOTICE OF ANNUAL GENERAL MEETING

Explanatory Notes:

- (i) Mr Cheng Buck Poh @ Chng Bok Poh will, upon re-election as a Director, remain as Executive Chairman and will not be considered independent. Tan Sim Cheng will, upon re-election as a Director, remain as Non-Executive Deputy Chairman and Lead Independent Director, Chairman of the Audit Committee, a member of the Nominating Committee and Remuneration Committee respectively and will be considered independent. Ms Cheng Li Hui will, upon re-election as a Director, remain as Deputy Chief Executive Officer and will not be considered independent.
- (ii) Resolution 7 above, if passed, will empower the Directors of the Company from the date of this AGM until the date of the next AGM of the Company, or the date by which the next AGM of the Company is required by law to be held or such authority is varied or revoked by the Company in a general meeting, whichever is the earlier, to issue shares, make or grant instruments convertible into shares and to issue shares pursuant to such instruments, up to a number not exceeding, in total, fifty per centum (50%) of the total number of issued shares (excluding treasury shares) in the capital of the Company, of which up to twenty per centum (20%) may be issued other than on a *pro rata* basis to existing shareholders of the Company.
- For determining the aggregate number of shares that may be issued, the percentage of issued shares in the capital of the Company will be calculated based on the total number of issued shares (excluding treasury shares) in the capital of the Company at the time this Resolution is passed after adjusting for new shares arising from the conversion or exercise of the Instruments or any convertible securities, the exercise of share options or the vesting of share awards outstanding or subsisting at the time when this Resolution is passed and any subsequent bonus issue, consolidation or subdivision of shares.
- (iii) Resolution 8 above, if passed, will empower the Directors of the Company from the date of the above AGM up to the earliest of (i) the conclusion of the date of the next AGM of the Company or the date by which such AGM of the Company is required by law to be held; (ii) the date on which the Share Buy Backs are carried out to the full extent mandated; or (iii) the date on which the authority contained in the Share Buy Back Mandate is varied or revoked by the Company to purchase ordinary shares of the Company by way of market purchases or off-market purchases of up to 10% of the total number of issued shares (excluding treasury shares) in the capital of the Company as at the date of the AGM at which this Ordinary Resolution is passed. The rationale for, the authority and limitation on, the sources of funds to be used for the purchase or acquisition including the amount of financing and the financial effects of the purchase or acquisition of ordinary shares by the Company pursuant to the Share Buy Back Mandate on the audited consolidated financial accounts of the Group for the financial year ended 30 June 2016 are set out in greater detail in the Letter to Shareholders dated 27 September 2016.

Notes:

1. A Member entitled to attend and vote at the AGM is entitled to appoint not more than two proxies to attend and vote in his/her stead. A proxy need not be a Member of the Company.
2. A Relevant Intermediary may appoint more than two (2) proxies, but each proxy must be appointed to exercise the rights attached to a different share or shares held by him (which number and class of shares should be specified).
3. The instrument appointing a proxy must be deposited at the Registered Office of the Company at 47 Tuas View Circuit, Singapore 637357 not less than forty-eight (48) hours before the time appointed for AGM.

*A Relevant Intermediary is:

- (a) a banking corporation licensed under the Banking Act (Cap. 19) or a wholly-owned subsidiary of such a banking corporation, whose business includes the provision of nominee services and who holds shares in that capacity; or
- (b) a person holding a capital markets services licence to provide custodial services for securities under the Securities and Futures Act (Cap. 289) and who holds shares in that capacity; or
- (c) the Central Provident Fund Board established by the Central Provident Fund Act (Cap. 36), in respect of shares purchased under the subsidiary legislation made under that Act providing for the making of investments from the contributions and interest standing to the credit of members of the Central Provident Fund, if the Board holds those shares in the capacity of an intermediary pursuant to or in accordance with that subsidiary legislation.

PERSONAL DATA PRIVACY

Where a member of the Company submits an instrument appointing a proxy(ies) and/or representative(s) to attend, speak and vote at the AGM and/or any adjournment thereof, a member of the Company (i) consents to the collection, use and disclosure of the member's personal data by the Company (or its agents) for the purpose of the processing and administration by the Company (or its agents) of proxies and representatives appointed for the AGM (including any adjournment thereof) and the preparation and compilation of the attendance lists, proxy lists, minutes and other documents relating to the AGM (including any adjournment thereof), and in order for the Company (or its agents) to comply with any applicable laws, listing rules, regulations and/or guidelines (collectively, the "**Purposes**"), (ii) warrants that where the member discloses the personal data of the member's proxy(ies) and/or representative(s) to the Company (or its agents), the member has obtained the prior consent of such proxy(ies) and/or representative(s) for the collection, use and disclosure by the Company (or its agents) of the personal data of such proxy(ies) and/or representative(s) for the Purposes, and (iii) agrees that the member will indemnify the Company in respect of any penalties, liabilities, claims, demands, losses and damages as a result of the member's breach of warranty.

Please note that transport arrangements from Boon Lay MRT station (pick-up point is near the UOB taxi stand) at 9.00 a.m. to the AGM/EGM venue are available. Any enquiries, please call (65) 6862 2211 for details.

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HAI LECK HOLDINGS LIMITED

(Company Registration No. 199804461D)
(Incorporated in the Republic of Singapore)

ANNUAL GENERAL MEETING PROXY FORM

(Please see notes overleaf before completing this Form)

IMPORTANT:

1. An investor who holds shares under the Central Provident Fund Investment Scheme (“**CPF Investor**”) and/or the Supplementary Retirement Scheme (“**SRS Investors**”) (as may be applicable) may attend and cast his vote(s) at the Meeting in person. CPF and SRS Investors who are unable to attend the Meeting but would like to vote, may inform their CPF and/or SRS Approved Nominees to appoint the Chairman of the Meeting to act as their proxy, in which case, the CPF and SRS Investors shall be precluded from attending the Meeting.
2. This Proxy Form is not valid for use by CPF and SRS Investors and shall be ineffective for all intents and purposes if used or purported to be used by them.

I/We, _____

of _____

being a member/members of **HAI LECK HOLDINGS LIMITED** (the “Company”), hereby appoint:

Name	NRIC/Passport No.	Proportion of Shareholdings	
		No. of Shares	%
Address			

and/or (delete as appropriate)

Name	NRIC/Passport No.	Proportion of Shareholdings	
		No. of Shares	%
Address			

or failing the person, or either or both of the persons, referred to above, the Chairman of the Meeting as my/our proxy/proxies to vote for me/us on my/our behalf at the Annual General Meeting (the “**Meeting**”) of the Company to be held at 47 Tuas View Circuit, Singapore 637357 on Wednesday, 19 October 2016 at 10.00 a.m. and at any adjournment thereof. I/We direct my/our proxy/proxies to vote for or against the Resolutions proposed at the Meeting as indicated hereunder. If no specific direction as to voting is given or in the event of any other matter arising at the Meeting and at any adjournment thereof, the proxy/proxies will vote or abstain from voting at his/her discretion.

(Please indicate your vote “For” or “Against” with a tick [✓] within the box provided.)

No.	Resolutions relating to:	No. of votes “For”	No. of votes “Against”
Ordinary Business			
1	Directors’ Statement and Audited Financial Statements for the financial year ended 30 June 2016		
2	Re-election of Mr Cheng Buck Poh @ Chng Bok Poh as Director		
3	Re-election of Mr Tan Sim Cheng as Director		
4	Re-election of Ms Cheng Li Hui as a Director		
5	Approval of Directors’ Fees of S\$200,000 for the financial year ending 30 June 2017		
6	Re-appointment of Messrs Ernst & Young LLP as Auditors		
Special Business			
7	Authority to issue new shares		
8	Renewal of the Share Buy Back Mandate		

Dated this _____ day of _____ 2016

Total No. of Shares in:	No. of Shares
(a) CDP Register	
(b) Register of Members	

Signature of Shareholder(s)
or, Common Seal of Corporate Shareholder

IMPORTANT: PLEASE READ NOTES OVERLEAF



Notes:

1. Please insert the total number of Shares held by you. If you have Shares entered against your name in the Depository Register (as defined in Section 81SF of the Securities and Futures Act, Chapter 289 of Singapore), you should insert that number of Shares. If you have Shares registered in your name in the Register of Members, you should insert that number of Shares. If you have Shares entered against your name in the Depository Register and Shares registered in your name in the Register of Members, you should insert the aggregate number of Shares entered against your name in the Depository Register and registered in your name in the Register of Members. If no number is inserted, the instrument appointing a proxy or proxies shall be deemed to relate to all the Shares held by you.
2. A member of the Company (other than a Relevant Intermediary*), entitled to attend and vote at a meeting of the Company is entitled to appoint one or two proxies to attend and vote in his/her stead. A proxy need not be a member of the Company.
3. Where a member (other than a Relevant Intermediary*) appoints two proxies, the appointments shall be invalid unless he/she specifies the proportion of his/her shareholding (expressed as a percentage of the whole) to be represented by each proxy.
4. A Relevant Intermediary may appoint more than two proxies, but each proxy must be appointed to exercise the rights attached to a different share or shares held by him (which number or class of shares shall be specified).
5. Subject to note 9, completion and return of this instrument appointing a proxy shall not preclude a member from attending and voting at the Meeting. Any appointment of a proxy or proxies shall be deemed to be revoked if a member attends the meeting in person, and in such event, the Company reserves the right to refuse to admit any person or persons appointed under the instrument of proxy to the Meeting.
6. The instrument appointing a proxy or proxies must be deposited at the registered office of the Company at 47 Tuas View Circuit Singapore 637357 not less than 48 hours.
7. The instrument appointing a proxy or proxies must be under the hand of the appointor or of his attorney duly authorized in writing. Where the instrument appointing a proxy or proxies is executed by a corporation, it must be executed either under its seal or under the hand of an officer or attorney duly authorized. Where the instrument appointing a proxy or proxies is executed by an attorney on behalf of the appointor, the letter or power of attorney or a duly certified copy thereof must be lodged with the instrument.
8. A corporation which is a member may authorize by resolution of its directors or other governing body such person as it thinks fit to act as its representative at the Meeting, in accordance with Section 179 of the Companies Act, Chapter 50 of Singapore, and the person so authorised shall upon production of a copy of such resolution certified by a director of the corporation to be a true copy, be entitled to exercise the powers on behalf of the corporation so represented as the corporation could exercise in person if it were an individual.
9. An investor who holds shares under the Central Provident Fund Investment Scheme ("**CPF Investor**") and/or the Supplementary Retirement Scheme ("**SRS Investors**") (as may be applicable) may attend and cast his vote(s) at the Meeting in person. CPF and SRS Investors who are unable to attend the Meeting but would like to vote, may inform their CPF and/or SRS Approved Nominees to appoint the Chairman of the Meeting to act as their proxy, in which case, the CPF and SRS Investors shall be precluded from attending the Meeting.

*A Relevant Intermediary is:

- (a) a banking corporation licensed under the Banking Act (Cap. 19) or a wholly-owned subsidiary of such a banking corporation, whose business includes the provision of nominee services and who holds shares in that capacity; or
- (b) a person holding a capital markets services licence to provide custodial services for securities under the Securities and Futures Act (Cap. 289) and who holds shares in that capacity; or
- (c) the Central Provident Fund Board established by the Central Provident Fund Act (Cap. 36), in respect of shares purchased under the subsidiary legislation made under that Act providing for the making of investments from the contributions and interest standing to the credit of members of the Central Provident Fund, if the Board holds those shares in the capacity of an intermediary pursuant to or in accordance with that subsidiary legislation.

Personal Data Privacy:

By submitting an instrument appointing a proxy(ies) and/or representative(s), the member accepts and agrees to the personal data privacy terms set out in the Notice of Annual General Meeting dated 27 September 2016.

General:

The Company shall be entitled to reject the instrument appointing a proxy or proxies if it is incomplete, improperly completed or illegible, or where the true intentions of the appointor are not ascertainable from the instructions of the appointor specified in the instrument appointing a proxy or proxies. In addition, in the case of Shares entered in the Depository Register, the Company may reject any instrument appointing a proxy or proxies lodged if the member, being the appointor, is not shown to have Shares entered against his name in the Depository Register as at 72 hours before the time appointed for holding the Meeting, as certified by The Central Depository (Pte) Limited to the Company.



**HAI LECK
HOLDINGS LIMITED**

(Company Registration Number 199804461D)
47, TUAS VIEW CIRCUIT
SINGAPORE 637357

