

HAI LECK HOLDINGS LIMITED
(Incorporated in the Republic of Singapore)
(Company Registration No.: 199804461D)

**REPLY TO SGX QUERY REGARDING ANNUAL REPORT FOR THE FINANCIAL YEAR
ENDED 30 JUNE 2015 (“FY2015 ANNUAL REPORT”)**

The Board of Directors of Hai Leck Holdings Limited (the “Company”) would like to respond to the following query raised by the Singapore Exchange Securities Trading Limited (“SGX-ST”) dated 13 October 2015 (“SGX Query”) as follows:

SGX Query:

We refer to the Company’s FY2015 Annual Report.

It was disclosed that “the CEO, Mr Cheng Yao Tong, the Deputy Chief Executive Officer, Ms Cheng Li Hui and the 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”. However, their salaries were disclosed in the bands of “S\$250,000” or “S\$300,000” (for Mr Cheng Yao Tong). Paragraph 9.4 of the Code of Corporate Governance 2012 (the “Code”) states that for transparency, the annual remuneration report should disclose the details of the remuneration of employees who are immediate family members of a director or the CEO, and whose remuneration exceeds S\$50,000 during the year. Disclosure of remuneration should be in incremental bands of S\$50,000. As required by Rule 1207(12) of the Listing Manual, please make disclosures as recommended in paragraph 9.4 of the Code or otherwise explain the reason(s) for the deviation from the following Code recommendations.

Company’s response to SGX Query:

The Board believes that it is for the benefit of the Company and the Group that the remuneration of the employees who are immediate family members of a director or the CEO to be kept confidential, due to its sensitive nature and the Company’s concern over poaching of the employees by competitors.

By Order of the Board
HAI LECK HOLDINGS LIMITED

Cheng Yao Tong
Chief Executive Officer

14 October 2015