

UOB-KAY HIAN HOLDINGS LIMITED
(Incorporated in the Republic of Singapore)
Company Registration No. 200004464C
("Company" and together with its subsidiaries, the "Group")

Response to SGX Queries Regarding Annual Report for the financial year ended 31 December 2022

The Board of Directors ("**Board**") of UOB-Kay Hian Holdings Limited, in response to SGX RegCo's queries on 18 April 2023 with regard to the Company's Annual Report for the financial year ended 31 December 2022 ("**Annual Report FY2022**"), wish to provide additional information as follows:

SGX RegCo's query 1

We refer to UOB-Kay Hian Holdings Limited's Annual Report for FY2022 issued on 10 April 2023.

In accordance with Listing Rule 710A(2), the Company is required to disclose, inter alia, the following in relation to its board diversity policy:-

- (a) the Company's targets to achieve diversity on its board;
- (b) the Company's accompany plans and timelines for achieving the targets; and
- (c) the Company's progress towards achieving its targets within the timelines.

Company's reply

Our Company Board Diversity approach strives to achieve an optimal composition by ensuring that diversity, primarily in terms of complementary skills, core competencies and experience, gender and other aspects of diversity, would benefit the Group and enhance its long term success. It aims to challenge management and involve management in debate and to mitigate groupthink. In reviewing Board composition and succession, the Nominating Committee (NC) will consider the benefits of diversity, including talent, knowledge, experience, gender, age and other relevant factors, to achieve optimum composition.

Our Board is satisfied that our current board composition provides sufficient diversity to meet our main objective of ensuring effective oversight, direction and quality decision making. We will seek to ensure, as far as practically possible, that this is maintained at all times in the future.

In addition, we plan to review and formalize our board diversity policy by the third quarter of 2023. This will include considering whether specific diversity targets, beyond the main objective outlined above, would be beneficial.

By Order of the Board

Wee Ee Chao
Chairman and Managing Director
20 April 2023