

KINGSLAND GLOBAL LTD  
ARBN 607 085 790  
(COMPANY)

# CORPORATE GOVERNANCE STATEMENT

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*Approved by the board of directors on 29/6/2016*



**KINGSLAND**  
GLOBAL

## CORPORATE GOVERNANCE STATEMENT

This Corporate Governance summary discloses the extent to which the Company will follow the recommendations set by the ASX Corporate Governance Council in its publication Corporate Governance Principles and Recommendations (3<sup>rd</sup> Edition) (**Recommendations**). The Recommendations are not mandatory, however the Recommendations that will not be followed have been identified and reasons have been provided for not following them.

The Company's Corporate Governance Plan has been posted on the Company's website at <http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<b>PRINCIPLE 1: LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT</b>		
<p><b>RECOMMENDATION 1.1</b></p> <p>A listed entity should have and disclose a charter which sets out the respective roles and responsibilities of the board, the chair and management; and includes a description of those matters expressly reserved to the board and those delegated to management.</p>	YES	<p>The Company has adopted a Board Charter.</p> <p>The Board Charter sets out the specific responsibilities of the Board, requirements as to the Boards composition, the roles and responsibilities of the Chairman and Company Secretary, the establishment, operation and management of Board Committees, Directors access to company records and information, details of the Board's relationship with management, details of the Board's performance review and details of the Board's disclosure policy.</p> <p>A copy of the Company's Board Charter is available on the Company's website <a href="http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf">http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf</a></p>
<p><b>RECOMMENDATION 1.2</b></p> <p>A listed entity should:</p> <p>a) undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director; and</p> <p>b) provide security holders with all material information relevant to a decision on whether or not to elect or re-elect a director.</p>	YES	<p>a) The Company has detailed guidelines for the appointment and selection of the Board in the Nomination Committee Charter, including to undertake appropriate checks before appointing a person, or putting forward to security holders a candidate for election, as a director.</p> <p>b) All material information relevant to a decision on whether or not to elect or re-elect a Director will be provided to security holders in Section 3 of the Prospectus or a Notice of Meeting pursuant to which the resolution to elect or re-elect a Director will be voted on.</p>
<p><b>RECOMMENDATION 1.3</b></p> <p>A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.</p>	YES	<p>The Company has entered into Executive Service Agreements with executive directors and Letters of Appointment with each Non-Executive Director.</p>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<p><b>RECOMMENDATION 1.4</b></p> <p>The company secretary of a listed entity should be accountable directly to the board, through the chair, on all matters to do with the proper functioning of the board.</p>	YES	<p>The Board Charter outlines the roles, responsibility and accountability of the Company Secretary. The Company Secretary is accountable directly to the board, through the chair, on all matters to do with the proper functioning of the Board.</p>
<p><b>RECOMMENDATION 1.5</b></p> <p>A listed entity should:</p> <p>a) have a diversity policy which includes requirements for the board:</p> <p>i) to set measurable objectives for achieving gender diversity; and</p> <p>ii) to assess annually both the objectives and the entity's progress in achieving them;</p> <p>b) disclose that policy or a summary or it; and</p> <p>c) disclose as at the end of each reporting period:</p> <p>i) the measurable objectives for achieving gender diversity set by the board in accordance with the entity's diversity policy and its progress towards achieving them; and</p> <p>ii) either:</p> <p>A) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes); or</p> <p>B) the entity's "Gender Equality Indicators", as defined in the Workplace Gender Equality Act 2012.</p>	YES	<p>a) The Company has adopted a Diversity Policy</p> <p>i) The Diversity Policy provides a framework for the Company to achieve a list of measurable objectives that encompass gender equality.</p> <p>ii) The Diversity Policy provides for the monitoring and evaluation of the scope and currency of the Diversity Policy. The company is responsible for implementing, monitoring and reporting on the measurable objectives.</p> <p>b) The Diversity Policy is available on the company website.</p> <p>c)</p> <p>i) The board has not set any measurable objectives for achieving gender diversity as the Company currently has a 40% representation of women on the board.</p> <p>ii)</p> <p>A) The board has three men and two women on the board, one of which is an executive director, while the Company is staffed at a 50:50 ratio of Male : Female</p>
<p><b>RECOMMENDATION 1.6</b></p> <p>A listed entity should:</p> <p>a) have and disclose a process for periodically evaluating the performance of the board, its committees and individual directors; and</p> <p>(b) disclose in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	YES	<p>a) The Company is not of a relevant size to consider formation of a Nomination Committee. The responsibilities of the Nomination Committee are currently carried out by the board and evaluating the performance of the Board, any committees and individual directors on an annual basis. The Board may do so with the aid of an independent advisor. The process for this can be found in Schedule 5 of the Company's Corporate Governance Plan.</p> <p>b) The Company has established the Nomination Committee Charter, which requires disclosure as to whether or not performance evaluations were conducted during the relevant reporting period. Due to the short time period from listing to end of financial year, there has been no performance evaluation undertaken in this financial period.</p>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<p><b>RECOMMENDATION 1.7</b></p> <p>A listed entity should:</p> <p>a) have and disclose a process for periodically evaluating the performance of its senior executives; and</p> <p>b) disclose in relation to each reporting period, whether a performance evaluation was undertaken in the reporting period in accordance with that process.</p>	YES	<p>a) The responsibilities of the Nomination Committee are currently carried out by the board, which includes periodically evaluating the performance of senior executives. The process is disclosed in Schedule 6 of the Corporate Governance Plan.</p> <p>b) No formal evaluation of senior executives was undertaken in the reporting period.</p>
<b>PRINCIPLE 2: STRUCTURE THE BOARD TO ADD VALUE</b>		
<p><b>RECOMMENDATION 2.1</b></p> <p>The board of a listed entity should:</p> <p>a) have a nomination committee which:</p> <p>i) has at least three members, a majority of whom are independent directors; and</p> <p>ii) is chaired by an independent director, and disclose:</p> <p>iii) the charter of the committee;</p> <p>iv) the members of the committee; and</p> <p>v) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, experience, independence and knowledge of the entity to enable it to discharge its duties and responsibilities effectively.</p>	NO	<p>a) The Company is not of a relevant size to consider formation of a Nomination Committee. The responsibilities of a Nomination Committee are currently carried out by the board.</p> <p>b) The Company has adopted the Nomination Committee Charter, which will be followed by the board where practical and by the Nomination Committee once it has been established.</p>
<p><b>RECOMMENDATION 2.2</b></p> <p>A listed entity should have and disclose a board skill matrix setting out the mix of skills and diversity that the board currently has or is looking to achieve in its membership.</p>	YES	<p>The Board Charter requires the disclosure of each board members qualifications and expertise as set out in the Company's Board skills matrix. Full details as to each director and senior executive's relevant skills and experience are available in the Annual Report and the Company's Website.</p>

BOARD SKILLS MATRIX						
	SOK HANG CHAW	JEREMIAH LEE	SHANN SOK	ZANE LEWIS	PATRICA SUM	NO. OF DIRECTORS COMPETENT
Executive and Non-Executive experience	✓	✓	✓	✓	✓	5
Industry experience and knowledge	Property development and management expertise	Property development and Finance expertise	Property Development and Management Expertise	Compliance and accounting background	Industry experience and expertise	5
Leadership	✓	✓	✓	✓	✓	5
Corporate governance and Risk Management	Many prior Directorships	Many prior Directorships	Many prior Directorships	Many prior ASX directorships		4
Strategic thinking	✓	✓	✓	✓		4
Desired behavioural competencies	✓	✓	✓	✓		4
Geographic experience	✓	✓	✓		✓	4
Capital Markets experience	✓	✓	✓	✓	✓	5
SUBJECT MATTER EXPERTISE:						
Accounting		✓	✓	✓		3
Capital Management	✓	✓	✓	✓		4
Corporate Financing		✓	✓	✓	✓	4
Industry Taxation			✓			1
Risk Management	✓	✓	✓			3
Legal				✓		1
IT Expertise				✓		1

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<p><b>RECOMMENDATION 2.3</b></p> <p>A listed entity should disclose:</p> <p>a) the names of the directors considered by the board to be independent directors;</p> <p>b) if a director has an interest, position, association or relationship of the type described in Box 2.3 of the ASX Corporate Governance Principles and Recommendation (3rd Edition), but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position, association or relationship in question and an explanation of why the board is of that opinion; and</p> <p>c) the length of service of each director</p>	YES	<p>a) The Board Charter provides for the disclosure of the names of Directors considered by the board to be independent. Currently two members of the Board are considered independent being Ms Patricia Chun and Mr Zane Lewis;</p> <p>b) The Board Charter requires Directors to disclose their interest, positions, associations and relationships and requires that the independence of Directors is regularly assessed by the board in light of the interests disclosed by Directors. Details of the Directors interests, positions associations and relationships are provided in the Annual Report; and</p> <p>c) The Board Charter provides for the determination of the Directors' terms and requires the length of service of each Director to be disclosed. The length of service of each Director is as follows:</p> <ul style="list-style-type: none"> <li>· Mr Sok Hang Chaw: appointed 27th August 2015</li> <li>· Mr Jeremiah Lee: appointed 17th September 2015</li> <li>· Ms Shann Sok: appointed 27th August 2015</li> <li>· Ms Patrica Sum: appointed 27th August 2015</li> <li>· Mr Zane Lewis: appointed 27th August 2015</li> </ul>
<p><b>RECOMMENDATION 2.4</b></p> <p>A majority of the board of a listed entity should be independent directors.</p>	NO	<p>The Board Charter requires that where practical the majority of the Board will be independent. The Board considers that the Company is not currently of a size nor are its affairs of such complexity to justify the appointment of additional non executive directors to satisfy this recommendation.</p> <p>Currently the Board has two independent directors of the total five directors.</p> <p>Details of each Director's independence are provided in the Annual Report.</p>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<p><b>RECOMMENDATION 2.5</b></p> <p>The chair of the board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.</p>	NO	<p>The Board Charter provides that where practical, the Chairman of the Board will be a non-executive director. If the Chairman ceases to be independent then the Board will consider appointing a lead independent Director.</p> <p>While the Board considers the importance of a division of responsibility and independence at the head of the Company, the existing structure is considered appropriate and provides a unified leadership structure. Mr Sok has been the major force behind the establishment of the Kingsland Group and its current growth and direction. The Board considers that, at this stage of the Company's development, he is able to bring quality and independent judgement to all relevant issues, and the Company benefits from his long standing experience of its operations and business relationships.</p>
<p><b>RECOMMENDATION 2.6</b></p> <p>A listed entity should have a program for inducting new directors and providing appropriate professional development opportunities for continuing directors to develop and maintain the skills and knowledge needed to perform their role as a director effectively.</p>	YES	<p>The Board Charter states that a specific responsibility of the Board is to procure appropriate professional development opportunities for Directors. The Remuneration Committee is responsible for the approval and review of induction and continuing professional development programs and procedures for Directors to ensure that they can effectively discharge their responsibilities.</p>
<p><b>PRINCIPLE 3: ACT ETHICALLY AND RESPONSIBLY</b></p>		
<p><b>RECOMMENDATION 3.1</b></p> <p>A listed entity should:</p> <p>a) have a code of conduct for its directors, senior executives and employees; and</p> <p>b) disclose that code or a summary of it.</p>	YES	<p>a) The Corporate Code of Conduct applies to the Company's directors, senior executives and employees.</p> <p>b) The Company's Corporate Code of Conduct is available in the Corporate Governance plan which is on the Company's website <a href="http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf">http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf</a></p>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<b>PRINCIPLE 4: SAFEGUARD INTEGRITY IN FINANCIAL REPORTING</b>		
<p><b>RECOMMENDATION 4.1</b></p> <p>The board of a listed entity should:</p> <p>a) have an audit committee which:</p> <p>i) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>ii) is chaired by an independent director, who is not the chair of the board,</p> <p>and disclose:</p> <p>iii) the charter of the committee;</p> <p>iv) the relevant qualifications and experience of the members of the committee; and</p> <p>v) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its financial reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	NO	<p>a) The Board considers that the Company is not currently of a size, nor are its affairs of such complexity to justify the expense of the appointment of additional non-executive Director to satisfy this recommendation. The Board believes that the individuals on the Audit and Risk Committee can make, and do make, quality and informed judgements in the best interests of the Company on all relevant issues.</p> <p>i) The Company has adopted the Audit and Risk Committee Charter which is available on the Company website <a href="http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf">http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf</a></p> <p>ii) The Members of the Audit and Risk Committee are Mr Zane Lewis, Ms Patricia Sum and Ms Shann Sok whose relevant experience is outlined in the Company's Annual Report.</p> <p>The Audit and Rick committee did not meet in the reporting period due to the short time period from listing to end of financial year.</p>
<p><b>RECOMMENDATION 4.2</b></p> <p>The board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.</p>	YES	<p>The Audit and Risk Committee Charter states that a duty and responsibility of the Committee is to ensure that before the Board approves the entity's financial statements for a financial period, the CEO and CFO have declared that in their opinion the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.</p>
<p><b>RECOMMENDATION 4.3</b></p> <p>A listed entity that has an AGM should ensure that its external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.</p>	YES	<p>The Audit and Risk Committee Charter provides that the Committee must ensure the Company's external auditor attends its AGM and is available to answer questions from security holders relevant to the audit.</p>



PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<b>PRINCIPLE 5: MAKE TIMELY AND BALANCED DISCLOSURE</b>		
<p><b>RECOMMENDATION 5.1</b></p> <p>A listed entity should:</p> <p>a) have a written policy for complying with its continuous disclosure obligations under the Listing Rules; and</p> <p>b) disclose that policy or a summary of it.</p>	YES	<p>a) The Board Charter provides details of the Company's disclosure policy. In addition, Schedule 7 of the Corporate Governance Plan is entitled 'Disclosure-Continuous Disclosure' and details the Company's disclosure requirements as required by the ASX Listing Rules and other relevant legislation.</p> <p>b) The Board Charter and Schedule 7 of the Corporate Governance Plan which is available at <a href="http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf">http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf</a> on the Company's website.</p>
<b>PRINCIPLE 6: RESPECT THE RIGHTS OF SECURITY HOLDERS</b>		
<p><b>RECOMMENDATION 6.1</b></p> <p>A listed entity should provide information about itself and its governance to investors via its website.</p>	YES	<p>Information about the Company and its governance is available in the Corporate Governance Plan which can be found on the Company's website at <a href="http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf">http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf</a></p>
<p><b>RECOMMENDATION 6.2</b></p> <p>A listed entity should design and implement an investor relations program to facilitate effective two-way communication with investors.</p>	YES	<p>The Company has adopted a Shareholder Communications Strategy which aims to promote and facilitate effective two-way communication with investors. The Strategy outlines a range of ways in which information is communicated to shareholders. The Shareholder Communications Strategy can be found on the Company website in the Corporate Governance plan under schedule 11.</p>
<p><b>RECOMMENDATION 6.3</b></p> <p>A listed entity should disclose the policies and processes it has in place to facilitate and encourage participation at meetings of security holders.</p>	YES	<p>The Shareholder Communication Strategy, which can be found in schedule 11 of the Corporate Governance Plan which is available on the Company's web site.</p>
<p><b>RECOMMENDATION 6.4</b></p> <p>A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.</p>	YES	<p>Security holders can register with the Company to receive email notifications when an announcement is made by the Company to the ASX.</p> <p>Shareholders queries should be referred to the Company Secretary at first instance.</p>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<b>PRINCIPLE 7: RECOGNISE AND MANAGE RISK</b>		
<p><b>RECOMMENDATION 7.1</b></p> <p>The board of a listed entity should:</p> <p>a) have a committee or committees to oversee risk, each of which:</p> <p style="padding-left: 20px;">i) has at least three members, a majority of whom are independent directors; and</p> <p style="padding-left: 20px;">ii) is chaired by an independent director,</p> <p>and disclose:</p> <p style="padding-left: 20px;">iii) the charter of the committee;</p> <p style="padding-left: 20px;">iv) the members of the committee; and</p> <p style="padding-left: 20px;">v) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>b) if it does not have a risk committee or committees that satisfy (a) above, disclose that fact and the process it employs for overseeing the entity's risk management framework.</p>	NO	<p>The Board has not established a separate Risk Management Committee. However, it has established an Audit and Risk Committee that has assumed the role of a separate Risk Management Committee, and operates under a charter approved by the Board. The Board is ultimately responsible for risk oversight and risk management. Discussions on the recognition and management of risks were also considered by the Board.</p> <p>a) The Company has adopted the Audit and Risk Committee Charter which is available on the Company website <a href="http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf">http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf</a></p> <p>b) The Members of the Audit and Risk Committee are Mr Zane Lewis, Ms Patricia Sum and Ms Shann Sok whose relevant experience is outlined in the Company's Annual Report.</p> <p>The Audit and Rick committee did not meet in the reporting period due to the short time period from listing to end of financial year.</p>
<p><b>RECOMMENDATION 7.2</b></p> <p>The board or a committee of the board should:</p> <p>a) review the entity's risk management framework with management at least annually to satisfy itself that it continues to be sound, to determine whether there have been any changes in the material business risks the entity faces and to ensure that they remain within the risk appetite set by the board; and</p> <p>b) disclose in relation to each reporting period, whether such a review has taken place.</p>	YES	<p>a) The Company process for risk management and internal compliance includes a requirement to identify and measure risk, monitor the environment for emerging factors and trends that affect these risks, formulate risk management strategies and monitor the performance of risk management systems. Schedule 8 of the Corporate Governance Plan, which can be found on the Company's website, is entitled 'Disclosure - Risk Management' and details the Company's disclosure requirements with respect to the risk management review procedure and internal compliance and controls.</p> <p>(b) A review was not undertaken in reporting period.</p>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<p><b>RECOMMENDATION 7.3</b></p> <p>A listed entity should disclose:</p> <p>a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its risk management and internal control processes.</p>	YES	<p>The Company does not currently have an internal audit function.</p> <p>Given the size of the Company, no internal audit function is currently considered necessary. The Company's Management periodically undertakes an internal review of financial systems and processes and where systems are considered to require improvement these systems are developed. The Board also considers external reviews of specific areas and monitors the implementation of system improvements.</p>
<p><b>RECOMMENDATION 7.4</b></p> <p>A listed entity should disclose whether, and if so how, it has regard to economic, environmental and social sustainability risks and, if it does, how it manages or intends to manage those risks.</p>	YES	<p>The Audit and Risk Committee Charter details the Company's risk management systems which assist in identifying and managing potential or apparent business, economic, environmental and social sustainability risks (if appropriate). Review of the Company's risk management framework is conducted at least annually and reports are continually created by management on the efficiency and effectiveness of the Company's risk management framework and associated internal compliance and control procedures.</p>

PRINCIPLES AND RECOMMENDATIONS	COMPLY (YES/NO)	EXPLANATION
<b>PRINCIPLE 8: REMUNERATE FAIRLY AND RESPONSIBLY</b>		
<p><b>RECOMMENDATION 8.1</b></p> <p>The board of a listed entity should:</p> <p>a) have a remuneration committee which:</p> <p>i) has at least three members, a majority of whom are independent directors; and</p> <p>ii) is chaired by an independent director, and disclose:</p> <p>iii) the charter of the committee;</p> <p>iv) the members of the committee; and</p> <p>v) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>	YES	<p>(a) The Company has a Remuneration Committee the member of which are Mr Zane Lewis as Chairman, Ms Patricia Chun and Ms Shann Aixuan. The committee is made up of a majority of independent directors and is chaired by one of the independent directors and is therefore compliant with recommendation 8.1 (a)(i) and(ii).</p> <p>The Company has adopted the Audit and Risk Committee Charter which is available on the Company website <a href="http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf">http://kingslandglobal.sg/2016/Corporate-Governance-Plan.pdf</a></p> <p>The Remuneration Committee did not meet during the reporting period due to the short time period from listing to end of financial year.</p>
<p><b>RECOMMENDATION 8.2</b></p> <p>A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives and ensure that the different roles and responsibilities of non-executive directors compared to executive directors and other senior executives are reflected in the level and composition of their remuneration.</p>	YES	<p>The Remuneration Committee Charter outlines the Company's policies and practices regarding the remuneration of non-executive, executive and other senior directors.</p>
<p><b>RECOMMENDATION 8.3</b></p> <p>A listed entity which has an equity-based remuneration scheme should:</p> <p>a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and</p> <p>b) disclose that policy or a summary of it.</p>	YES	<p>a) The Company does not currently have a equity based remuneration scheme.</p>



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