
DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Our Board of Directors consists of two Executive Directors, and three independent Non-Executive Directors. The following table sets forth the information concerning our Directors and senior management:

Name	Age	Address	Position	Date of joining/ appointment	Roles and responsibilities	Relationship with other Directors and senior management
Executive Directors						
Mr Yeo Jiew Yew (岑有孝)	58	11 Ardmore Park, #05-03 Singapore 259957	Executive Director and Managing director	9 December 2013	Overall management, strategic planning and business development and member of the Remuneration Committee and Nomination Committee	Brother of Mr Sim
Mr Sim Yew Heng (岑有興)	52	Block 7, Thomson lane, #28-05 Singapore 297725	Executive Director	9 December 2013	Lead operational departments and provide guidance and management experience in project management and contract negotiation.	Brother of Mr Yeo

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Name	Age	Address	Position	Date of joining/ appointment	Roles and responsibilities	Relationship with other Directors and senior management
Independent Non-Executive Directors						
Mr Ng Tiow Swee (黃朝瑞)	56	Block 244, Lorong Chuan, #23-02, Singapore 556745	Chairman and Independent Non-Executive Director	9 December 2013	Chairman of the Remuneration and Nomination Committees, member of the Audit Committee, overseeing our Group's compliance, internal control, corporate governance, but not participating in the day-to-day management of our business operation	None
Ms Wong Siew Chuan (黃秀娟)	47	96 Flora Road, #04-54, Singapore 507007	Independent Non-Executive Director	9 December 2013	Chairman of the Audit Committee, member of the Nomination Committee, overseeing our Group's compliance, internal control, corporate governance, but not participating in the day-to-day management of our business operation	None
Mr Chen Jianyuan, Edwin (陳建元)	31	Block 635, Bedok Reservoir Road, #13-17, Singapore 410635	Independent Non-Executive Director	9 December 2013	Member of the Audit Committee and Remuneration Committee, overseeing our Group's compliance, internal control, corporate governance, but not participating in the day-to-day management of our business operation	None

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Name	Age	Address	Position	Date of joining	Roles and responsibilities	Relationship with our Directors and senior management
Senior management						
Ms Chan Bee Fong	45	Block 252, Compassvale street, #13-11 Singapore 540252	Senior Finance Manager	April 2013	Responsible for overseeing the financial, accounting, taxation and secretarial affairs of our Group	None
Mr Poon Hiu Chuin	45	Block 666B, Jurong West street 65, #04-209, Singapore 642666	Project Director	May 2009	Responsible for overseeing the project department, which include managing, executing and coordinating the entire electrical engineering project.	None
Ms Lim Poh Khim	47	Block 790, Yishun Avenue 2, #08-1457, Singapore 760790	Purchasing Manager	April 2013	Responsible for overseeing the purchasing department, which handles negotiations and communications with suppliers, inventory management, and ensuring that suppliers deliver on-time to ensure that each project is carried out smoothly.	None
Ms Goey Lee Eng	45	54, Canberra Drive, #07-26, Singapore 768440	Contract Manager	May 2009	Responsible for overseeing the contract and tender department, tasked to review tender and contract terms, contract negotiation, project budget review and supporting the project department in administrative matters relating to the awarded project.	None

DIRECTORS**Executive Directors**

Mr Yeo Jiew Yew (岑有孝), aged 58, founder of our Group, was appointed as our Director on 19 June 2013 and re-designated as our Executive Director, managing director, member of Remuneration Committee and Nomination Committee on 9 December 2013. Mr Yeo is also the director of Strike Singapore, appointed on 21 April 2009. Mr Yeo is responsible for our Group's overall management, strategic planning and business development. He has approximately 30 years of experience in the electrical engineering industry.

Mr Yeo started his career as an electrical apprentice in 1969. In 1977, he was promoted to be a supervisor in charge of electricians and subcontractors. Upon acquiring the necessary skills and knowledge of the electrical engineering business, Mr Yeo founded Victrad in 1981 and served as its managing director. Victrad was primarily involved in the supply of building materials to contractors and undertook electrical engineering projects.

In 1983, he incorporated Strike Electrical Pte Ltd (now known as Magnus Energy Group Ltd) to undertake more and larger M&E engineering projects from the public sector. In 1997, Strike Electrical Pte Ltd was renamed as Strike Engineering Pte Ltd (now known as Magnus Energy Group Ltd). In 1999, Strike Engineering Pte Ltd converted into a public limited company known as Strike Engineering Limited, and was listed on the Stock Exchange of Singapore Dealing and Automated Quotation (SESDAQ). Immediately prior to its listing, Victrad became a wholly-owned subsidiary of Strike Engineering Limited.

Mr Yeo served as the director of Strike Engineering Limited from its incorporation in 1983 until 2006 and was the managing director from 1993 to 2006. Strike Engineering Limited took on a new business focus in energy related businesses and was renamed as Magnus Energy Group Ltd in 2004. As managing director, Mr Yeo was responsible for the overall strategic planning and, corporate and business development of Strike Engineering Limited and its group of companies.

Upon the change in business focus, Mr Yeo organised a divestment of Magnus Energy Group's electrical engineering business via a management buyout of Victrad from Magnus Energy Group Ltd in 2006. Thereafter, Mr Yeo continued to serve as its managing director.

In 2009, Strike Singapore was incorporated as a wholly-owned subsidiary of Victrad and the entire electrical engineering business of Victrad was transferred to Strike Singapore with Mr Yeo serving as the managing director. Subsequently, our Company became the holding company of Strike Singapore in 2013 pursuant to the Reorganisation with Mr Yeo becoming an Executive Director of our Company.

Mr Yeo is a non-executive director of Lantrovision (S) Ltd, a company listed on the Singapore Exchange Securities Trading Limited engaged in business of providing information technology infrastructure, cabling services and selling structured cabling

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systems and components since 28 August 2008. He was a managing director of Magnus Energy Group Ltd, a company listed on the Stock Exchange of Singapore, from August 1999 to May 2006.

Mr Yeo is a member of the school management committee of Pei Chun Public School, a primary school in Singapore since 1996. Mr Yeo is the brother of Mr Sim.

Sometime in 1996, Mr Yeo was charged under Section 19 of the Employment of Foreign Workers Act of Singapore (Cap 91A, 1991 ed.) (the “Charge”) for abetting the commission of an offence under the said Act. The cause for the Charge resulted from the misallocation and misuse by the former foreign worker agent of Strike Electrical Pte Ltd of the foreign workers hired by Strike Electrical Pte Ltd, for other clients of that agent. At the relevant time, Mr Yeo was the managing director of Strike Electrical Pte Ltd. According to Mr Yeo, he was not aware of such act of the foreign worker agent until he was informed by the MOM, as the misallocation and misuse of foreign workers was solely the act of the former foreign worker agent and Mr Yeo was not personally involved in nor did he participate in such act. The offence was subsequently compounded by Mr Yeo by the payment of a sum of money without any admission of liability on his part, so that no further action can be taken by the prosecuting authority against him on the offence compounded.

Mr Sim Yew Heng (岑有興), aged 52, was appointed as our Director on 19 June 2013 and redesignated as our Executive Director on 9 December 2013. Mr Sim is also a director of Strike Singapore, appointed on 21 April 2009. Mr Sim is responsible for leading our operational departments and providing guidance and management experience in project management and contract negotiation.

He has approximately 30 years of experience in the electrical engineering industry, and capable of handling large-scale projects, including analyses in tenders for potential projects.

Mr Sim started his career in 1976 as an electrical apprentice with an electrical engineering subcontractor. In 1979, he was promoted to the position of a supervisor responsible for organising and leading a team of electricians on projects. In 1984 and 1988, he became a director of Victrad and Strike Electrical Pte Ltd (subsequently renamed as Strike Engineering Pte Ltd in 1997) respectively. At the point of the listing of Strike Engineering Limited on SESDAQ, Mr Sim was the general manager of Strike Engineering Limited with his responsibilities including project tendering and overseeing and managing a total workforce of 220 staff. Mr Sim was part of the management buyout of all of the electrical engineering business of Magnus Energy Group Ltd in 2006 through the acquisition of Victrad from Magnus Energy Group Ltd. Thereafter, Mr Sim continued to serve as a director of Victrad. Subsequently, Mr Sim became a director of Strike Singapore and a Director of our Company upon their respective incorporations.

Mr Sim does not have any current or past directorships in any listed companies in the last three years. Mr Sim is the brother of Mr Yeo.

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Independent Non-Executive Directors

Mr Ng Tiow Swee (黃朝瑞), age 56, was appointed as our chairman of the Board, Independent Non-Executive Director, Chairman of Remuneration Committee and Nomination Committee and member of Audit Committee on 9 December 2013, and is responsible for providing independent judgment on issues of strategy, performance, resources and standard of conduct of our Company. Mr Ng graduated in 26 May 1981 from the National University of Singapore with a degree in Business Administration. Mr Ng has 30 years of working experience in the sales and distribution of electrical installation equipment business in Singapore. The following table summarises Mr Ng's working experience prior to joining our Group:

Company name	Principal business activities of the company	Last position held	Responsibilities	Period of services
Delta Switchgear Pte Ltd	Distribution of electrical switchgear	Sales and marketing manager	Responsible for overall sales and marketing activities	November 1982 to December 1995
ITE Electric Co Ltd (listed on the Catalist board of the Singapore Exchange Securities Trading Limited (stock code: 581))	Manufacturing and distribution of electrical switchgear equipment	General manager	Responsible for the overall management and business development in the domestic and overseas markets	January 1996 to July 2008
ITE Electric Systems Co Pte Ltd (subsidiary of ITE Electric Co Ltd)	Manufacturing and distribution of electrical switchgear equipment	General manager	Responsible for the overall management and business development in the domestic and overseas markets	August 2008 to August 2012

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Ms Wong Siew Chuan (黃秀娟), *FCA*, age 47, was appointed as our Independent Non-Executive Director, Chairman of Audit Committee and member of Nomination Committee on 9 December 2013 and is responsible for providing independent judgment on issues of strategy, performance, resources and standard of conduct of our Company. Ms Wong graduated from the National University of Singapore with a Bachelor of Accountancy degree in 1988 and is a non-practising Fellow Chartered Public Accountant Singapore with the Institute of Certified Public Accountants of Singapore. Ms Wong has more than 20 years of experience in accounting and finance. The following table summarises Ms Wong's professional experience prior to joining our Company:

Company name	Principal business activities of the company	Last/current position held	Responsibilities	Period of services
Ernst & Young LLP	Chartered Accountants	Audit Assistant Manager	Audit of trading, service, manufacturing companies and financial institutions	March 1990 to January 1995
Oversea-Chinese Banking Corporation Limited	Commercial bank	Senior Assistant Manager	Internal audit	February 1995 to February 1998
Measurex Engineering Pte Ltd	Investment holding and general trading company	Accounts Manager	Responsible for financial and management reporting	February 1998 to April 1999
Magnus Energy Group Ltd (listed on Catalist board of Singapore Exchange Securities Trading Limited (stock code: 576))	Investment holding company	Chief Financial Officer	Responsible for financial and management reporting; liaising with the Singapore Exchange Securities Trading Limited	June 1999 to September 2009
Eastgate Technology Ltd (listed on Main Board of Singapore Exchange Securities Trading Limited (stock code: N0L))	Investment holding company	Chief Financial Officer	Responsible for financial and management reporting; liaising with Singapore Exchange Securities Trading Limited	October 2009 to present

Mr Chen Jianyuan, Edwin (陳建元), aged 31, was appointed as our Independent Non-Executive Director, member of Audit Committee and Remuneration Committee on 9 December 2013 and is responsible for providing independent judgment on issues of strategy, performance, resources and standard of conduct of our Company. Mr Chen graduated from Monash University, Australia, with a honours degree in bachelor of business, specialising in

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banking and finance in July 2006. Mr Chen has accumulated approximately 6 years of corporate finance experience in Singapore and Hong Kong. The following table summarises Mr Chen’s professional experience prior to joining our Group:

Company name	Principal business activities of the company	Last/current position held	Responsibilities	Period of services
Platinum Securities Co., Ltd	Corporate finance and advisory	Senior Executive	Deal execution and advisory on compliance to Listing Rules	December 2006 to September 2009
VC Capital Limited, a subsidiary of Value Convergence Holdings Limited (listed on the Main Board of the Stock Exchange (Stock code: 821)	Corporate finance and advisory	Senior Manager	Deal execution and advisory on compliance to Listing Rules	July 2010 to August 2012
C.T.G Granite Industrial Sendirian Berhad	Manufacturing of granite product and monuments	Executive Director	Deal negotiation and equipment sourcing	August 2013 to present

Save as disclosed above, each of our Directors (i) did not hold other positions in our Company or other members of our Group as at the Latest Practicable Date; (ii) had no other relationship with any Directors, senior management or substantial Shareholders of our Company as at the Latest Practicable Date; and (iii) did not hold any other directorships in public listed companies in the three years prior to the Latest Practicable Date. As at the Latest Practicable Date, save as disclosed in the section headed “Substantial Shareholders” and the section headed “C. Further information about our Directors and substantial Shareholders” in Appendix IV to this prospectus, each of our Directors did not have any interest in the Shares within the meaning of Part XV of the SFO.

Save as disclosed in this prospectus, none of our Directors have any interests in any business apart from business of our Group which competes or is likely to compete, either directly or indirectly, with business of our Group. Please refer to Appendix IV to this prospectus for further information about our Directors, including details of the interest of our Directors in the Shares and underlying shares of our Company (within the meaning of Part XV of the SFO) and particular of their service contract and remuneration.

Except as disclosed in this prospectus, each of our Directors has confirmed that there are no other matters relating to his or her appointment as a Director that need to be brought to the attention of the Shareholders and there is no information which is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules.

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SENIOR MANAGEMENT

Ms Chan Bee Fong, aged 45, was appointed as the Senior Finance Manager of our Group on 1 July 2013. Ms Chan is responsible for overseeing the financial, accounting, taxation and secretarial affairs of our Group. She has approximately 20 years of experience in the electrical engineering industry. Ms Chan has a London Chamber of Commerce Diploma in Management Accounting in 1989.

The following table summarises Ms Chan's working experience:

Company name	Principal business activities of the company	Last/current position held	Responsibilities	Period of services
Strike Electrical Pte Ltd (now known as Magnus Energy Group Ltd, a company listed on Catalist board of Singapore Exchange Securities Trading Limited (stock code: 576))	Electrical engineering firm	Administration and personnel manager	Management of the finance and personnel department	July 1992 to April 2006
Victrad	Electrical engineering firm	Administration and personnel manager	Overseeing the financial, accounting, taxation and secretarial affairs	May 2006 to March 2013
Strike Singapore	Electrical engineering firm	Senior Finance Manager	Overseeing the financial, accounting, taxation and secretarial affairs	April 2013 to present

Ms Chan does not have any current or past directorships in any listed companies in the last three years.

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Mr Poon Hiu Chuin, aged 45, was appointed as the Project Director of our Group on 1 July 2013. He is responsible for overseeing the project department of our Group, which comprises project engineers, technicians and foreign workers on site. His roles include managing, executing and coordinating the entire electrical engineering project.

He obtained a bachelor's degree (honours) in electrical engineering from Queen's University of Belfast in July 1996. He has been qualified as a licensed electrical technician by the EMA since July 2003.

The following table summarises Mr Poon's working experience:

Company name	Principal business activities of the company	Last/current position held	Responsibilities	Period of services
Strike Electrical Pte Ltd (now known as Magnus Energy Group Ltd, a company listed on Catalist board of Singapore Exchange Securities Trading Limited (stock code: 576)))	Electrical engineering firm	Project manager	Overseeing the project department, include managing, executing and coordinating the entire electrical engineering project	November 1996 to October 2004
Victrad	Electrical engineering firm	Project manager	Overseeing the project department, include managing, executing and coordinating the entire electrical engineering project	November 2004 to April 2009
Strike Singapore	Electrical engineering firm	Project Director	Overseeing the project department, include managing, executing and coordinating the entire electrical engineering project	May 2009 to present

Mr Poon does not have any current or past directorships in any listed companies in the last three years.

Ms Lim Poh Khim, aged 47, was appointed as the Purchasing Manager of our Group on 1 July 2013. She is responsible for overseeing the purchasing department of our Group, which handles negotiations and communications with suppliers, inventory management, and ensuring that suppliers deliver on-time to ensure that each project is carried out smoothly.

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The following table summarises Ms Lim's working experience:

Company name	Principal business activities of the company	Last/current position held	Responsibilities	Period of services
Strike Electrical Pte Ltd (now known as Magnus Energy Group Ltd, a company listed on Catalist board of Singapore Exchange Securities Trading Limited (stock code: 576))	Electrical engineering firm	Deputy Purchasing Manger	Overseeing the purchasing department, which handles negotiations and communications with suppliers, inventory management, and ensuring that suppliers deliver on-time to ensure that each project is carried out smoothly	July 1990 to February 2006
Victrad	Electrical engineering firm	Deputy Purchasing Manager	Overseeing the purchasing department, which handles negotiations and communications with suppliers, inventory management, and ensuring that suppliers deliver on-time to ensure that each project is carried out smoothly	March 2006 to March 2013
Strike Singapore	Electrical engineering firm	Purchasing Manager	Overseeing the purchasing department, which handles negotiations and communications with suppliers, inventory management, and ensuring that suppliers deliver on-time to ensure that each project is carried out smoothly	April 2013 to present

Ms Lim does not have any current or past directorships in any listed companies in the last three years.

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Ms Goey Lee Eng, aged 45, was appointed as the Contract Manager of our Group on 1 July 2013. She is responsible for overseeing the contract and tender department, tasked to review tender and contract terms, contract negotiation, project budget review and supporting the project department in administrative matters relating to the awarded project.

The following table summarises Ms Goey's working experience:

Company name	Principal business activities of the company	Last/current position held	Responsibilities	Period of services
Strike Electrical Pte Ltd (now known as Magnus Energy Group Ltd, a company listed on Catalist board of Singapore Exchange Securities Trading Limited (stock code: 576))	Electrical engineering firm	Deputy Contract Manager	Overseeing a group of contract executives	February 1992 to March 2004
Victrad	Electrical engineering firm	Deputy Contract Manager	Overseeing the contract and tender department, tasked to review tender and contract terms, contract negotiation, project budget review and supporting the project department in administrative matters relating to the awarded project	April 2004 to April 2009
Strike Singapore	Electrical engineering firm	Contract Manager	Overseeing the contract and tender department, tasked to review tender and contract terms, contract negotiation, project budget review and supporting the project department in administrative matters relating to the awarded project	May 2009 to present

Ms Goey does not have any current or past directorships in any listed companies in the last three years.

COMPANY SECRETARY

Mr Li Chi Chung, aged 45, is the company secretary of our Company. Mr Li is currently a solicitor practising in Hong Kong. Mr Li obtained a Bachelor Degree in Laws from The University of Sheffield in England in 1990. Mr Li was admitted as a solicitor of the High Court of Hong Kong in 1993 and his practice has been focusing on commercial related matters. At present, Mr Li is an independent non-executive director of Kenford Group Holdings Limited (Stock Code: 00464) and PINE Technology Holdings Limited (Stock Code: 01079), which are companies listed on the Main Board. Mr Li is the company secretary of China Financial International Investments Limited (Stock Code: 00721) and China Environmental Investment Holdings Limited (Stock Code: 00260), which are companies listed on the Main Board, and TLT Lottotainment Group Limited (Stock Code: 08022) and China Nonferrous Metals Company Limited (Stock Code: 08306), which are companies listed on the Growth Enterprise Market of the Stock Exchange. From 23 March 2007 to 12 December 2011, Mr Li was a non-executive director of Richfield Group Holdings Limited (Stock Code: 00183); from 1 March 2011 to 20 December 2011, Mr Li was the company secretary of Infinity Chemical Holdings Company Limited (Stock Code: 00640); from 21 April 2011 to 26 June 2012, Mr Li was the company secretary of China Water Property Group Limited (Stock Code: 02349); and from November 2002 to 27 February 2013, Mr Li was an independent non-executive director of Eagle Nice (International) Holdings Limited (Stock Code: 02368), all companies are listed on the Main Board.

We have appointed Mr Li Chi Chung as our company secretary for the purpose of Rule 8.17 of the Listing Rules, whose brief biographic details are set out in the paragraph above.

COMPLIANCE WITH THE CORPORATE GOVERNANCE CODE

Our Company will comply with the Corporate Governance Code in Appendix 14 to the Listing Rules.

Our Directors will review our corporate governance policies and compliance with the Corporate Governance Code each financial year and comply with the “comply or explain” principle in our corporate governance report which will be included in our annual reports upon the Listing.

BOARD COMMITTEES**Audit Committee**

We have established an audit committee on 9 December 2013 with effect from the Listing with written terms of reference in compliance with the Listing Rules. The audit committee consists of all of the independent non-executive Directors, namely, Ms Wong Siew Chuan, Mr Ng Tiow Swee and Mr Chen Jianyuan, Edwin. Ms Wong Siew Chuan is the chairman of the audit committee. The primary duties of the audit committee are, among other things, to review and supervise the financial reporting process and the internal control systems of our Group.

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Remuneration Committee

We have established a remuneration committee on 9 December 2013 with effect from the Listing with written terms of reference in compliance with the Listing Rules. The remuneration committee consists of 3 members, namely Mr Ng Tiow Swee, Mr Chen Jianyuan Edwin and Mr Yeo. Mr Ng Tiow Swee is the chairman of the remuneration committee. The primary functions of the remuneration committee are to make recommendations to our Board on the remuneration of our Directors and senior management and determine on behalf of our Board regarding specific remuneration packages and conditions of employment for our Directors and senior management.

Nomination Committee

We have established a nomination committee on 9 December 2013 with effect from the Listing with written terms of reference in compliance with the Listing Rules. The nomination committee consists of 3 members, namely Mr Ng Tiow Swee, Ms Wong Siew Chuan and Mr Yeo. Mr Ng Tiow Swee is the chairman of the nomination committee. The primary duties of the nomination committee are to make recommendations to our Board regarding candidates to fill vacancies on our Board and senior management.

STAFF

There were 131 full-time staff in our Group as at the Latest Practicable Date of which approximately 19% were local employees and approximately 81% were foreign workers. All our employees are based in Singapore.

The following sets forth the number of our staff in the respective functions of our Group (excluding our Executive Directors) as at the Latest Practicable Date:

	Number of local employees	Number of foreign workers	Total number of staff
Finance and Administration	4	—	4
Project	15	106	121
Contract and Tender	2	—	2
Purchasing	2	—	2
Total	<u>23</u>	<u>106</u>	<u>129</u>

Our foreign workers are sourced and recruited through an Independent Third Party agency. The supply of foreign workers in Singapore is subject to various regulations and policies. Please see the section headed “Regulatory overview” in this prospectus for further details. As at the Latest Practicable Date, as a company operating in the Singapore construction sector with Man-Year Entitlement (MYE) quotas for each of the construction projects we partake in, Strike Singapore is subject to a monthly FWL of S\$450 and S\$300, respectively, for each basic skilled foreign worker and higher skilled foreign worker employed by it. In the Singapore Government’s budget released in 2013, it was announced

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that FWL for unskilled foreign workers in the construction sector for the calendar years 2014 and 2015 will be increased to S\$600 by July 2015. Should our Group employ foreign workers exempted from the MYE quotas, the monthly FWL is expected to increase to S\$1050 and S\$750, respectively, for unskilled foreign workers and skilled foreign workers, by July 2015.

Our Group complies with strict immigration policies for our foreign workers. In view of these stringent requirements, our Group faces a possible shortage of foreign workers. To mitigate the increasing expenses incurred with employing foreign workers, our Group will either hire skilled foreign workers (whose FWL are lower), or provide external training for unskilled foreign workers. After sufficient training, our Group would then apply to the BCA Academy to qualify them as a higher skilled foreign workers so as to benefit from the lower FWL. In our recruitment exercise, our Group also makes it a point to hire more skilled foreign workers as they are normally more productive and incur a lower FWL.

Out of the 131 staff, 4 have qualifications in electrical engineering, 1 is a licenced electrician, 15 attended foremen and supervisor courses under CoreTrade (which is the Construction Registration of Tradesmen under the BCA), 24 attended worker courses under CoreTrade and 106 attended safety courses. CoreTrade's objective is to assist construction-related companies in Singapore to build a core group of competent and experienced workers. The completion of relevant CoreTrade courses will certify that our workers are skilled, and therefore, be subject to a lower foreign work levy. Moreover, such certification is beneficial to our business as they ensure the requisite level of competency for each level.

The amount of expenditure incurred in relation to staff training for during the Track Record Period as a percentage of our Group's total revenue has been insignificant. All foreign workers undergo safety orientation courses.

Relationships with our employees

During the Track Record Period, we did not experience any significant problems with employees or other labour disturbances to our operations and we did not experience any difficulties in the recruitment and retention of experienced staff. We believe we have a good working relationship with our employees.

Compensation of Directors and senior management

During the three financial years ended 30 June 2013, the aggregate amount of compensation paid (basic salary, performance-based compensation and retirement-based contribution) by our Company to our five highest paid individuals were approximately S\$0.6 million, S\$0.6 million and S\$0.7 million, respectively.

The Executive Directors are also employees of our Company and receive, in their capacity as employees of our Company, compensation in the form of salaries and other allowances and benefits in kind. Our Company reimburses our Directors for expenses which are necessarily and reasonably incurred for providing services to our Company or executing their functions in relation to the operations of our Company.

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During the three financial years ended 30 June 2013, the aggregate amount of compensation paid (basic salary, performance-based compensation and retirement-based contribution) by our Company to our Directors were approximately S\$0.3 million, S\$0.2 million and S\$0.4 million, respectively.

Our Directors' remuneration is determined with reference to salaries paid by comparable companies, experience, responsibilities and performance of our Group.

During the Track Record Period, no remuneration was paid by our Group to, or receivable by, our Directors or the five largest paid individuals as an inducement to join or upon joining our Group. No compensation was paid by our Group to, or receivable by, our Directors, past Directors or the five highest paid individuals for each of the three financial years ended 30 June 2013 for the loss of any office in connection with the management of the affairs of any subsidiary of our Group.

None of our Directors waived any emoluments for any of the last three years. Save as disclosed in this paragraph headed "Compensation of Directors and senior management", no other payments have been paid, or are payable, by our Company or any of our subsidiaries to our Directors and the five highest paid individuals during the Track Record Period.

Employees' remuneration and benefits

Our employees are remunerated according to their job scope and responsibilities. Our local employees are also entitled to discretionary bonus depending on their respective performance. Our foreign workers are typically employed on one year basis and are remunerated according to their work skills. Our Group provides insurance coverage for our foreign workers. Please refer to the section headed "Business — Insurance" in this prospectus for further information.

RETIREMENT BENEFIT SCHEME

Our Group participates in the mandatory provident fund for our employees in accordance with the Central Provident Fund (which law of Singapore). Our Group has paid the relevant contributions in accordance with the aforesaid laws and regulations.

COMPLIANCE ADVISER

We intend to appoint Grand Vinco Capital Limited as our compliance adviser pursuant to Rule 3A.19 of the Listing Rules to provide advisory services to our Company. It is expected that the compliance adviser will, amongst other things, advise our Company with due care and skill on the following matters:

- before the publication of any regulatory announcement, circular or financial report;
- where a transaction, which might be a notifiable or connected transaction, is contemplated including shares issue;
- where we propose to use the proceeds from the Share Offer in a manner different from that detailed in this prospectus or where our business activities, developments or results deviate from any forecast, estimate, or other information of this prospectus; and
- where the Stock Exchange makes an inquiry of us regarding unusual movements in the price or trading volume of our Shares.

The term of the appointment shall commence on the Listing Date and end on the date on which we distribute our annual report in respect of our financial results for the first full financial year commencing after the Listing Date and such appointment may be subject to extension by mutual agreement.