



**Q & M DENTAL GROUP (SINGAPORE) LIMITED**  
(Company Registration Number 200800507R)  
(Incorporated in the Republic of Singapore)

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**RESPONSE TO SGX QUERIES ON THE COMPANY'S ANNUAL REPORT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022**

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*Unless otherwise defined, all capitalised terms used in this announcement shall have the same meaning ascribed to them in the Company's annual report for the financial year ended 31 December 2022 ("Annual Report").*

Q & M Dental Group (Singapore) Limited (the "**Company**" and together with its subsidiaries, the "**Group**") sets out its response to the queries raised by the Singapore Exchange Regulation (the "**SGX**") on 19 April 2023 in relation to the Annual Report, as follows:

**SGX Queries**

1. 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.

We note that the Company has not disclosed the above in its annual report. Please disclose accordingly.

**Company's Response**

The Company has in place a Board Diversity Policy which advocates meritocracy and endorses the principle of having a board with the appropriate and right balance of skills, knowledge, age, experience and diversity of perspectives which can contribute effectively to the strategy and growth of the Company.

In reviewing the composition and succession planning of the Company's board of directors (the "**Board**"), the Nominating Committee ("**NC**") will consider the benefits of all aspects of diversity, including diversity of background, experience, gender, age and other relevant factors. To ensure that the composition of the Board remains appropriately diverse, the following table sets out the diversity targets and progress since the adoption of the Board Diversity Policy:

Targets	Progress
Achieve gender diversity in relation to representation on the Board	The Company targets to achieve 30% female board representation by 2026. The Board Diversity Policy provides that the NC

	will endeavour to ensure that female candidates are included for consideration when identifying candidates to be appointed as new directors. Currently, one out of the seven directors on the Board (14% of the Board) are female.
Enhance/expand the Board's skillset to achieve the Company's strategic objectives	Currently, the Board comprises of Directors from different industries and background, with a wide range of business and management experience, knowledge and expertise who, as a result of their different backgrounds, have diversity of thought that is beneficial for the Group.

The Board considers its current Board size appropriate for the facilitation of decision making, taking into account the nature and scope of operations of the Group. The NC and the Board has also taken the following steps to maintain or enhance its balance and diversity:

- (a) annual review by the NC to assess if the existing attributes and core competencies of the Board are complementary and enhance the efficacy of the Board;
- (b) annual evaluation by the Directors of the skill sets the other Directors possess, with a view to understanding the expertise which is lacking on the Board; and
- (c) annual review of the size and composition of the Board and Board Committees (comprising of the Audit Committee, the NC and the Remuneration Committee) taking into account, *inter alia*, the scope and nature of the Group's business and operations and the benefits of all aspects of diversity based on its Board Diversity Policy, including but not limited to gender, age, and professional experience in order to provide the Board access to an appropriate range and balance of skills, experience and backgrounds.

The Company will continue to maintain and enhance the appropriate balance of perspectives, skills and experience on the Board to support the long-term success of the Group in line with the Board Diversity Policy as the NC continues to review such policy, as appropriate, to ensure its continuous effectiveness. The NC will recommend appropriate revisions to the Board for its consideration and approval, where necessary.

2. In relation to Note 3 (Related party relationships and transactions), please reconcile the amounts under 3B (related party transactions) and 3D (other receivables from and other payables to related parties) to the interested person transactions ("IPT") on page 54, and explain the amounts that were not reported as IPTs and why these are not IPTs.

### **Company's Response**

In relation to Note 3B, Rule 907 of the Listing Manual of the SGX-ST requires the Company to disclose the aggregate value of all interested person transactions entered into with the same interested person during the financial year under review in its annual report, excluding amongst others, transactions less than S\$100,000. The transactions referred to in Note 3B relates to certain rental transactions and, save for Dr Ang Ee Peng Raymond, their respective value for

the financial year ended 31 December 2022 attributable to an interested person is less than S\$100,000. As such, save for Dr Ang Ee Peng Raymond, these transactions were not disclosed as IPTs under the Annual Report. The transactions were approved by the Board and the Audit Committee. For avoidance of doubt, the transactions involving Dr Ang Ee Peng Raymond have been disclosed on page 54 of the Annual Report as an IPT.

In relation to Note 3D, the transactions were made between the Company and its subsidiaries and are not IPTs under Chapter 9 of the Listing Manual. As such, these transactions were not disclosed as IPTs under the Annual Report.

By Order of the Board  
**Q & M Dental Group (Singapore) Limited**

Ng Sook Hwa  
Chief Financial Officer  
3 May 2023