

SECTION 2 MANAGEMENT AND CORPORATE GOVERNANCE

7. SECURITIES INFORMATION AND SHAREHOLDERS

7.1 REGISTERED CAPITAL AND PAID-UP CAPITAL

The Company has a registered capital of Baht 2,200,000,000 and a paid-up capital of Baht 2,200,000,000 which is divided into 220,000,000 ordinary shares at par value of Baht 10 (as of 31 December 2015).

7.2 SHAREHOLDERS

7.2.1 Top-10 Major Shareholders

As at 31 December 2015, major shareholders of the Company are as follows:

Shareholders		No. of Shares	Percentage (%)
1)	Keppel Land Limited*	100,000,000	45.455
2)	Thailand Securities Depository Co., Ltd. (for Thai Depositors)	92,753,218	42.161
3)	Uthayan Thani Co., Ltd.	18,063,846	8.211
4)	Thailand Securities Depository Co., Ltd. (for Foreign Depositors)	7,126,015	3.239
5)	Mr Ratchada Krisadatanon	1,600,000	0.727
6)	Mr Dech Numsirikul	98,132	0.045
7)	J.T.C. Management Co., Ltd	70,000	0.032
8)	K M C Holding Co., Ltd	54,743	0.025
9)	Ms Potjaporn Saeheng	28,600	0.013
10)	Mr Sompong Wadsanasiriwan	22,600	0.010
Total		167,128,766	75.96

*Keppel Land Limited, incorporated in Singapore, is the property arm of the Keppel Group, one of Singapore's largest multinational groups with key businesses in offshore and marine, infrastructure, as well as property.

Shareholders divided by nationality

Shareholders	Entity		Individual		Total		
	Number	Number of Shares	Number	Number of Shares	Number	Number of Shares	%
Thai Locals	6	110,967,907	230	1,895,578	236	112,863,485	51.30
Foreigners	2	107,126,015	3	10,500	14	107,136,515	48.70
Total	8	124,549,443	233	95,450,557	241	220,000,000	100.00

Source: Thailand Securities Depository Company Limited
Updated shareholding structure can be viewed at www.keppelland.co.th

7.2.2 Shareholders in subsidiaries operating core business

The Company directly holds shares in four (4) subsidiaries which make up the core business of KTP and generate direct revenue to the Company. The shareholding structure of subsidiaries are as follows:

As at 31 December 2015	Subsidiary Companies									
	(1) Top Property			(2) Thai-Kami		(3) Gold Star Property		(4) Cornerstone Realty		
	Ordinary Share	Preferred Share	%	Ordinary Share	%	Ordinary Share	%	Ordinary Share	%	
Shareholders										
Keppel Thai Properties PLC.	2,915,791	520,940	61	37,474,991	100	4,090,991	100	9,991	100	
Hampshire Pte Ltd.	1,864,200	333,060	39	-	-	-	-	-	-	
Madam Melissa Tan Siew Ngok	-	-	-	-	-	1	0	-	-	
Ms Supattra Tasilapa	7	-	0	7	0	5	0	6	0	
Mr Jestada Tangboonpant	1	-	0	1	0	1	0	1	0	
Mr Paisan Supornpun	1	-	0	1	0	1	0	1	0	
Mr Ammarit Sukchit	-	-	0	-	-	1	0	1	0	
	Total		100	Total	100	Total	100	Total	100	

7.3 DIVIDEND PAYMENT POLICY

7.3.1 Dividend Payment

Dividend payment is subject to the Company's realised profit from its normal business operations during that year. It also takes into consideration the Company's future performance as well as the operating environment and other provisions arising from new regulatory requirements including resolutions from the Board meetings and/or annual general meeting of shareholders.

7.3.2 Dividend Payment of Subsidiaries

Dividend payment of subsidiaries will depend on each subsidiary's operating performance, retained earnings, legal provision and other required provision as appropriate for business operations.

8. MANAGEMENT STRUCTURE**8.1 BOARD OF DIRECTORS**

Board of Directors as at 31 December 2015

Directors	Position
Mr Ng Ooi Hooi	Chairman, Board of Directors Chairman, Executive Committee
Mr Oh Weng Soon (Oh Lock Soon)	Director Member, Executive Committee
Mrs Jiraporn Pimpoorash	Independent Director Chairman, Audit Committee
Prof Chukiat Pramoolpol	Independent Director Member, Audit Committee
Mr Somprasong Makkasaman	Independent Director Member, Audit Committee
Mr Lim Kei Hin	Director Member, Executive Committee
Madam Melissa Tan Siew Ngok	Director Member, Executive Committee

- **Details of Changes of Directorship:**

There were no Changes of Directorship in 2015.

The number of the Boards established pursuant to the Company's Article of Association, Clause 16 stipulates that "there shall be no less than five (5) directors and no less than half of total number of directors residing in the Kingdom of Thailand".

- **Authorised Signatory Directors**

Any two of these signatories - Mr Ng Ooi Hooi, Mr Oh Weng Soon (Oh Lock Soon), Mr Lim Kei Hin and Madam Melissa Tan Siew Ngok, affixed with the Company seal, will be deemed valid.

Directors' attendances at the meetings of the Board and Board Committee for the year ended 31 December 2015 are as follows:

	Board Committees		
	Board	Executive Committee	Audit Committee
No. of meetings held	7	Nil	5
Directors			
Mr Ng Ooi Hooi	6	Nil	-
Mr Oh Weng Soon (Oh Lock Soon)	7	Nil	-
Mrs Jiraporn Pimpoorash	7	-	5
Prof Chukiat Pramoolpol	7	-	5
Mr Somprasong Makkasaman	7	-	5
Mr Lim Kei Hin	7	Nil	-
Madam Melissa Tan Siew Ngok	7	Nil	-

• **Board of Subsidiary Company**

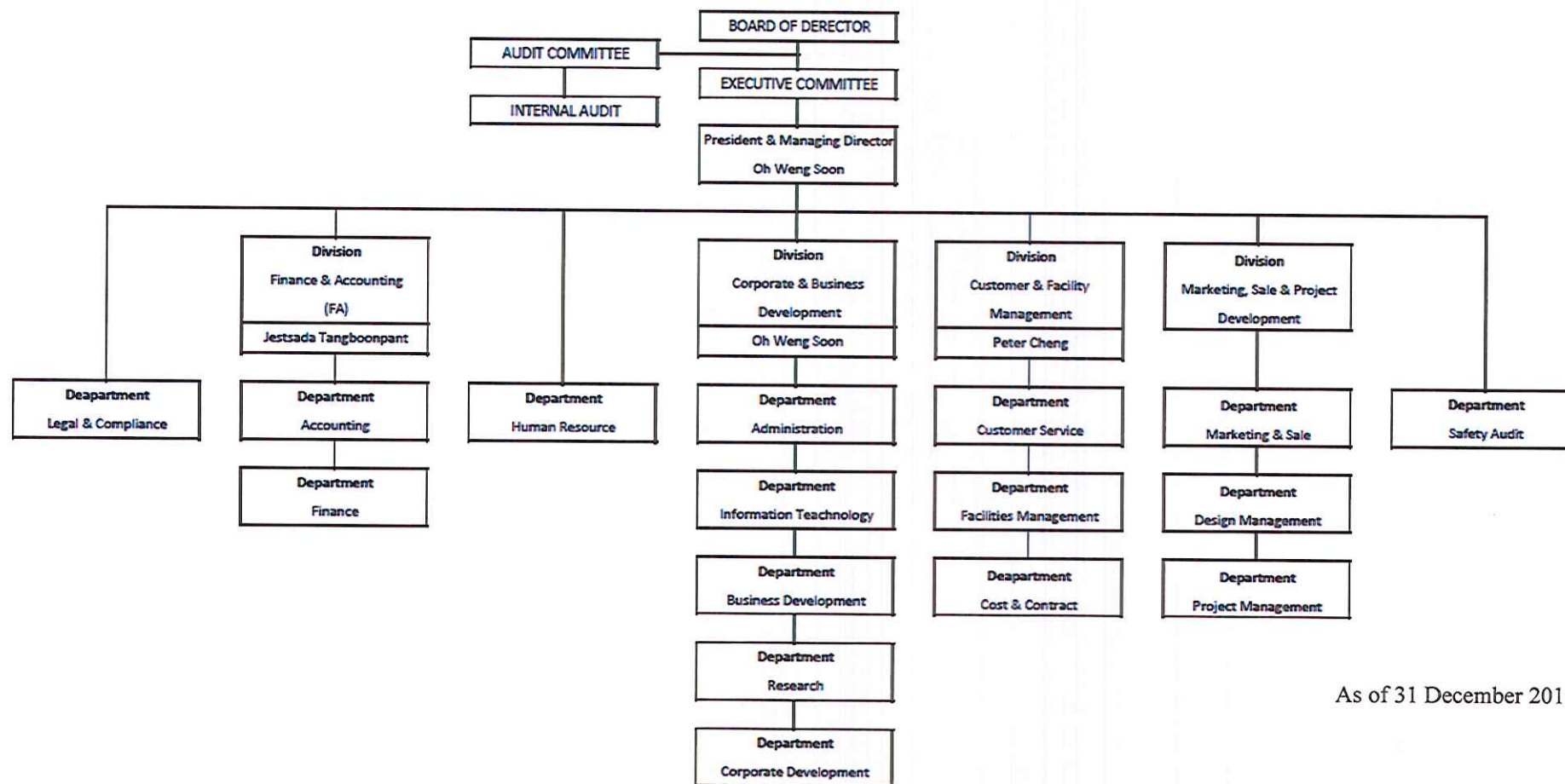
The Company holds shares in four subsidiary companies which are revenue-generating. Directors' attendances at the meetings of the Board for these subsidiaries for the year ended 31 December 2015 are as follows:

Directors	Board Meetings			
	Thai-Kami Co., Ltd.	Top Property Co., Ltd.	Gold Star Property Co., Ltd.	Cornerstone Realty Co., Ltd.
Mr Oh Weng Soon (Oh Lock Soon)	19/19	6/6	8/8	2/2
Mr Lim Kei Hin	19/19	6/6	-	-
Madam Melissa Tan Siew Ngok	19/19	-	8/8	2/2
Mr Jestada Tangboonpant	-	6/6	8/8	2/2

Note: Number in the table refer to attendance/number of Board Meetings held during his/her term as Director



ORGANISATION CHART
Keppel Thai Properties Public Company Limited



As of 31 December 2015

8.2 EXECUTIVE OFFICER

The definition of the Company's Executive as per the Notification of Securities and Exchange Commission (SEC) shall be the Managing Director and Head of Division.

As at 31 December 2015, the Executive consists of three (3) persons:

Name	Position	Department/Function
Mr Oh Weng Soon (Oh Lock Soon)	President & Managing Director	
Mr Jesthada Tangboonpant	Senior Assistant Vice President	Finance & Accounting
Mr Peter Cheng	Assistance Vice President	Cost & Contact, Customer Service, Facility Management

8.3 COMPANY SECRETARY

The Company has appointed Ms Supattra Tasilapa, Senior Manager, Legal & Compliance Department, as Company Secretary since 6 August 2013 in compliance with the Securities and Exchange Act (No.4) B.E. 2551 (2008). The responsibilities of the Company Secretary include:

- 1) Overseeing activities of the Board and ensuring that they comply with the requirements of SET and SEC, and are in compliance with corporate legislation as well as the Articles of Association of the Company.
- 2) Arranging the Shareholders and Board of Directors meetings in accordance with the laws and regulations, the Company's Articles of Association and best practices. This responsibility will involve the issuing of proper notices of meetings, preparation of agenda, circulation of relevant papers and taking and producing minutes to record business transactions during the meetings as well as decisions made.
- 3) Maintaining the Company's statutory registers or books, including director registration, annual reports of the Company, notices and minutes of Board meetings and general shareholder meetings.
- 4) Ensuring that the directors and executives have filed reports on their interest and related persons' interests, as required by laws.
- 5) Communicating within internal business units and monitoring actions taken to ensure accuracy and compliance with the resolutions of Board and shareholder meetings.
- 6) Providing advice to the Board pertaining to laws, rules and regulations governing the Company's business, as well as monitoring compliance on a regular basis and reporting any significant changes to the Board.
- 7) Promoting understanding of corporate governance principles, providing relevant information, as well as monitoring compliance among the Board of Directors.
- 8) Coordinating between the Board and Executive.
- 9) Communicating and providing shareholders with information about the Company so as to enable them to exercise their rights.
- 10) Ensuring that disclosure of corporate information to regulatory agencies is in accordance with the relevant laws and regulations.
- 11) Taking any other actions as prescribed by the Capital Market Supervisory Board.

8.4 REMUNERATION OF THE DIRECTORS AND EXECUTIVE OFFICERS

8.4.1 DIRECTOR'S REMUNERATION

The Company's policy on remuneration of the Directors shall be reviewed and approved by shareholders at the Annual General Meeting (AGM) each year. The Directors' scope of duties, roles and responsibilities are also taken in for consideration. During the AGM held on 24 April 2015, the Directors' remuneration was approved. The details are as follows:

- Chairman of the Board Baht 30,000/ month
- Board member Baht 20,000/ month

In 2015, the total monetary remuneration of the Directors amounts to a total of Baht 1,814,000.

Name of Director	Monetary Remuneration (Baht)				Other Membership (Baht)
	Board of Directors	Audit Committee	Executive Committee	Total	
Mr Ng Ooi Hooi	360,000	-	Nil	360,000	0
Mr Oh Weng Soon (Oh Lock Soon)	240,000	-	Nil	240,000	3,500
Mrs Jiraporn Pimpoorash	240,000	Nil	-	240,000	3,500
Prof Chukiat Pramoolpol	240,000	Nil	-	240,000	3,500
Mr Somprasong Makkasaman	240,000	Nil	-	240,000	3,500
Mr Lim Kei Hin	240,000	-	Nil	240,000	0
Madam Melissa Tan Siew Ngok	240,000	-	Nil	240,000	0
Total	1,800,000	-	-	1,800,000	14,000

8.4.2 Remuneration of the Executive Officers

The Company paid monetary remuneration, i.e. fixed salary and bonus, to the executive officers and offered different forms of remuneration such as housing allowance, child education allowance, car allowance and phone bill allowance.

8.5 PERSONNEL

Total Number of Employees 73 persons

Employees classified by department as of 31 December 2015:

Department	Employee
Corporate Development	1
Research	2
Business Development	2
Legal & Compliance	4
Project Management	15
Design Management	2
Cost & Contract	4

Department	Employee
Customer Service	1
Facilities Management	8
Marketing & Sales	6
Finance	5
Accounting	8
Information Technology	2
Administration	9
Human Resources	4

Note: Includes staff in KTP's subsidiaries

8.5.1 Employee**Remuneration**

The Company established and registered for employees to contribute to a voluntary provident fund on 1 October 2013. Mandatory contribution from the employee and the Company is stipulated at 5%.

The remuneration package offered to employees consists of a fixed salary and other benefits, i.e. bonus, commission, social security fund, provident fund and allowance.

In addition, the Company offered benefits to improve employee satisfaction, loyalty and staff retention. These include health insurance, life insurance, long-term service award, annual leave, recreational activities and seasonal parties.

In 2015, the Company paid a total of Baht 62,250,157 for the remuneration of employees.

Type of Remuneration	Amount (Baht)
Fixed Salary	49,291,753
Bonus	7,583,113
Allowance (Overtime, Provident Fund, Commission, etc.)	5,373,291

8.5.2 Human Resources Policy

The Company emphasises human resources development in capability enhancement and good relationship establishment among employees at all levels.

The Human Resources development policies of the Company are as follows:

- 1) Employees are encouraged to attend internal and external training programmes.
- 2) Qualified employees are selected to participate in Keppel Land's Annual Staff Conference in Singapore.
- 3) Employees are encouraged to acquire and develop relevant knowledge, skills and competencies to enhance career advancement opportunities.
- 4) Online surveys are conducted to evaluate employees' satisfaction in the Company. Results from these surveys are evaluated and relevant suggestions are implemented.
- 5) The Company's core values are communicated to employees. Whenever possible, the Company encourages employees to participate in activities as a team outside of work in order to strengthen relations and encourage teamwork.

Courses and training conducted in 2015

Course	No.	Attendance	Total (Hours)	Average per person (Hours)
In-house Training	8	68	1,544.	21.15
External Training	74	43		

8.5.3 Training Programmes

In 2015, the Company supported employees in both internal and external trainings programmes, seminars and courses. The total training cost for 2015 amounted to Baht 342,694.08.

The following are examples of programmes which employees attended during the year:

- Business English
- Construction Safety
- New Copyright Act (No.2) B.E. 2558
- Residential Real Estate Selling Skills
- The Effective Team Building & Development
- 155 VAT Issues (Update new regulation)
- 52 Accounting treatments for Assets
- Tax Planning Strategies for Real Estate
- Consolidate Financial Statement (Pack 5)
- 7 Tips how to solve taxation problems
- REIT Opportunity of Real Estate Business to Grow
- Strategies for Condo Market in 2015
- Yields of Property Market by Sector
- CSV in Practices : Create Shared Value
- Contract Management in Purchasing Principles and Practices
- Multi-cost code in cost engineering
- BIM Odyssey 4 - Age of Implementation
- CAD to BIM for Developer
- Green Building for Investment
- The Impact of Transportation Infrastructure and Urban Planning to Economic Growth
- Managing Profit by Budgeting
- New Accounting Standard Taxation on Transfer Pricing
- Competency Base Interview
- Labor Law for HR in Practice
- Professional Training Officer
- Network Security
- Assessment Criteria of CG Report
- CS Sharing - How to improve your CG Practices

- Governance as a driving force for business sustainability
- Smart Disclosure Program (SDP)
- How to cope with the customer's objection, bargaining
- Modern Marketing Management in Workshop
- Persuasive Conversation Skills
- Sales personality development to improve organizations development
- Construction Management
- Fundamental of Real Estate Laws and Regulations
- The Successful Administrative staff
- Real Estate Developer



9. CORPORATE GOVERNANCE**9.1 CORPORATE GOVERNANCE POLICY**

The Company is committed to achieving high standards of corporate governance and has put in place self-regulatory controls to protect shareholders' interests and ensure long-term shareholder value. The Board of Directors has implemented best practices in corporate governance based on the Code of Business Conduct.

The Company has also fully complied with the principles of good corporate governance and best practices recommended by the Stock Exchange of Thailand (SET) as follows:

A. RIGHTS OF SHAREHOLDERS**A 1 Protection of Rights**

The Company recognises the importance of protecting the rights of shareholders and promotes the exercising of these rights. The basic legal rights of shareholders include the rights to buy, sell or transfer shares, receive dividends, obtain relevant and adequate information in a timely and regular basis, participate in shareholder meetings, propose the meeting agenda, vote for the appointment or removal of Directors and auditors, determine their remuneration, as well as partake in decisions that could have material impact on the Company such as acquisitions and mergers, liquidations of subsidiary companies, dividend payments, amendments to the Memorandum and the Articles of Association or by-laws, capital increase or decrease.

Besides these basic rights, the Company has also implemented best practices to promote and facilitate exercising of rights for shareholders. The Company appointed the Thailand Securities Depository Co., Ltd. (TSD) as the Securities Registrar to facilitate its shareholders in matters relating to the Company's shares and securities registration.

The Company recognises the importance of accurate, complete and transparent disclosure to its shareholders with regards to financial results and other relevant information through the SET and the Company's website in both Thai and English to ensure that shareholders have access to information in a timely manner.

A2 Shareholders' Meeting

The Company holds its Annual General Meeting once a year within four months after the end of its accounting period. Date, time, and venue for the meeting shall be convenient and easily accessible for shareholders. The Company shall not arrange meetings on holidays or commercial bank holidays and non-business days. In 2015, the Company held its Annual General Shareholders Meeting at Crowne Plaza Bangkok which is easily accessible via public transportation systems such as the BTS and the MRT.

The Company has implemented the barcode system for registration purposes and the printing of voting slips for each agenda to facilitate the registration process at the meeting.

In 2015, all relevant information was posted on the Company's website, www.keppelland.co.th, 30 days before the date of the meeting to ensure that shareholders had adequate time to review the relevant information. In addition, the Company did not add items to the meeting agenda without advance notice to ensure fairness to its shareholders. Shareholders were also informed of the rules of the meeting and voting procedures to allow fair and equal opportunity to ask questions, recommend, as well as give opinions during the meeting. Board members and management of the Company were in attendance to explain the Company's operational performance and policies, as well as answer relevant questions at the meeting. These recommendations and questions were recorded in minutes of the meeting and disclosed on the Company's website within 30 days after the date of the meeting.

The Company has a policy to disclose to the SET, at latest by 9.00 a.m. of the next working day after the shareholders' meeting, relevant resolutions for each agenda item as well as voting results by 9.00 a.m. of the next working day after the shareholders' meeting at latest.

B. EQUITABLE TREATMENT OF SHAREHOLDERS

The Company ensures equitable treatment of all shareholders. KTP has in place policies to disclose complete and accurate information, including shareholders' rights to attend the general meeting, and carries out the shareholder meeting procedures as specified by laws and regulations of the SET.

The Company strives to ensure the following:

- 1 Provide equitable and fair treatment to all shareholders whether they are minority, institutional or foreign investors, and to allow them to exercise their rights accordingly.
- 2 If shareholders are unable to attend and vote at the meeting, KTP will allow them to send proxies to vote on their behalf. The proxy form and proposed list of independent directors are attached in the notice of the meeting. The shareholders and/or proxies are encouraged to use voting ballots for each agenda.
- 3 To avoid insider trading and conflict of interest, the Company stipulates measures that prevent Directors, Executives, employees and related persons from misusing and/or disclosing sensitive information relating to the Company. There has been no report of insider trading within the organisation to-date.

- 4 The Company has guidelines in place for Directors and Executives to disclose their stake in the Company and relation to the Directors, if any. The Company also discloses information of its Directors and Executives shareholding in the Company and subsidiaries in accordance with the requirements from regulators such as the Office of Securities and Exchange Commission (SEC) and the SET.

The Company allows all its shareholders to access the Company's information, as well as provides a variety of channels of clear communications to its staff through the Company's website, or through other channels such as telephone, fax, post, or email. Interested parties can directly contact the Company at:

Keppel Thai Properties Public Company Limited
30th Floor, Jewellery Centre Building
138/108 Nares Road, Sipraya, Bangrak, Bangkok 10500
Tel : (662) 237-1999
Fax : (662) 237-2666

Or email: info@keppelland.co.th or visit the Company's website: www.keppelland.co.th/ for more information.

C. ROLE OF STAKEHOLDERS

The Company recognises the legal rights and roles of stakeholders including its shareholders, employees, customers, business partners, creditors, competitors, communities and society as a whole. All stakeholders shall be treated fairly in accordance with their legal rights as specified in relevant laws and regulations. These relevant laws and regulations are also published as manuals and distributed to all staff to ensure strict compliance. The manuals are also distributed to:

C 1 Shareholders: The Company is determined to conduct its business with prudence and transparency to ensure sustainable growth and enhance long-term value for its shareholders.

C 2 Employees: The Company recognises that its employees are the core driving force of the organisation. The Company strives to continually enhance staff competency levels by providing opportunities for career advancements and a fair reward system. The Company is committed to training and developing its workforce as well as providing a safe working environment for everyone.

In 2015, the Company organised a total of 1,544 training hours for its staff. This included both internal and external training sessions.

C3 Customers: The Company is committed to provide quality products and services to all customers, as well as to assist and provide solutions to their needs, while protecting customer confidentiality at the same time, unless stipulated by law or with the customer's written consent.

C 4 Creditors: The Company has put in place policies to ensure that creditors are treated with equality and fairness. In case of non-compliance with any one of the conditions laid out in the agreement, the Company will promptly notify the creditor to jointly consider and resolve the issue in a fair manner.

C 5 Business Partners: All employees are expected to provide accurate and complete disclosure on their shareholding interest and that of their related kin, so as not to impede decisions of potential buyers or sellers of shares. Employees should also refrain from accepting gifts and/or rewards from buyers or sellers as well as attending private functions hosted by them so as to avoid any accusation of rendering special assistance at a later occasion.

C 6 Competitors: The Company respects competition and does not engage in deals and/or discussion with employees of its competitors on issues and/or information that may impact either party's business.

C 7 Community and Society: The Company is committed to positively impact the community and society in the four focus areas of education, sports, society and the environment as well as arts and culture.

Others

1. Purchase of licensed software

The Company purchases computer software which are duly licensed and prohibits illegal use of unlicensed computer software. If the need arises to install any additional software applications, the Information Technology department will ensure the relevant licenses prior to installation.

2. Medical Benefits

Employees are each provided with a health insurance card from the insurance company and are entitled to a benefit plan which covers medical costs in participating hospitals. Employees are also provided a complimentary annual health checkup.

3. Safety

The Company provides training for appointed fire wardens and shares updated fire evacuation plans for employees within the office building as well as for the projects.

D. DISCLOSURE AND TRANSPARENCY

The Company ensures that all information on its finances or any other issues, which are beneficial to related parties, are disclosed in an accurate, complete, transparent, and timely manner as prescribed in the requirements of the SEC and SET. The Company's financial statements are also prepared in accordance with the Accounting Standards and generally accepted accounting principles to reflect the real operating performance of the Company.

The Company discloses all information through various communication channels including the SET and the Company's website in accordance with relevant regulations of related offices in both Thai and English to ensure that shareholders have timely access to information.

The Company has appointed Ms Marisa Sangvoranit as an investor relations officer to provide timely information and news to shareholders. Interested parties can contact her directly for required information at marisa@keppelland.co.th or visit the Company's website, www.keppelland.co.th/ for more information.

E. RESPONSIBILITIES OF THE BOARD

E 1. Board Structure

The Board consists of Directors with varied qualifications, skills, experiences and expertise that are beneficial to the Company and in accordance with the requirements of the SET. Directors are appointed in accordance with the principles and procedures of laws and Articles of Association of the Company.

In 2015, the Board comprised four executive Directors and three Non-executive Directors.

E 2. Independence from the management

The Board acts independently from the management. There is a clear segregation of duties and responsibilities between the Board and management.

The Board formulates policies, provides strategic business direction, as well as oversees and ensures that operations are carried out according to the highest levels of transparency and disclosure, and in accordance with the respective policies.

To ensure an appropriate balance of authority, increased accountability and a greater capacity of the Board for independent decision-making, the Company has a clear division of responsibilities at the top level, with the Chairman of the Board and the Managing Director of the Company having clearly separated roles.

E 3. Appropriateness of the Board

The number of Directors on the Board is in accordance with Clause 16 of the Articles of Association, which stipulates that "there shall be no less than five Directors and no less than half of the total number of Directors who must reside in the Kingdom of Thailand". Clause 22 prescribes that one-third of the Directors must retire at each Annual General Meeting. Should the number not be divisible by three, the number must be closest to one-third. A retiring Director is eligible for re-election.

E 4. Effectiveness of the Board

The Board has in place adequate internal control systems to ensure that the Company's operations are carried out responsibly, with integrity and in accordance with the regulations of the SEC and SET. Together with the Audit Committee (AC), the Board safeguards the resources of the Company and ensures that procedures and policies are adhered to in the management of the Company.

- The Board is responsible for the Company's internal control system. It ensures that appropriate policies are in place for effective functioning of the Company's business operations. The Company has engaged the audit team from Straits Mansfield Property Marketing Pte Ltd. (Straits Mansfield) to audit the Company at least once a year. The Internal Audit team then reports its findings to the Board of Directors and the AC.
- The Board and the AC will then review all items to ensure compliance with relevant laws and regulations as well as with internal policies with respect to the conduct of business. The AC will review the quarterly financial statements and report to the external auditors as well as Internal Audit team before seeking approval from the Board. The AC is satisfied that KTP and its subsidiaries have maintained adequate internal controls for the year 2015.
- It is the Company's policy to appoint a Company Secretary in compliance with the applicable Securities and Stock Exchange Act (No.4) BE 2551 (2008) and principles of good corporate governance. The Company Secretary is encouraged to attend appropriate training courses to enhance his or her skills.
- The Board convenes on a quarterly basis and will call for additional meetings when required. The following reports and procedures are provided to the Board to allow them to better anticipate risks and key drivers ahead of events so that timely decisions can be made.

The reports and procedures include:

- **Whistle-Blower Protection Policy:**

KTP, being a subsidiary of Keppel Land Limited (KLL), has adopt a whistle-blower protection policy of Keppel Group.

The purpose of this policy is to encourage reporting in good faith of suspected reportable conduct by establishing clearly defined processes through which such reports may be made with confidence that employees and other reporting parties will be treated fairly and protected from reprisal. This policy is one channel through which the Company receives information on suspected reportable conduct and addresses them in an appropriate and timely manner.

"Reportable Conduct" refers to any act or omission by an employee or contract worker appointed by the Company, which occurred in the course of work whether or not the said act is within the scope of their employment. It includes:

- (1) Dishonesty including, but not limited to, theft or misuse of Company's resources;
- (2) Fraud;
- (3) Corruption;
- (4) Illegal activities;
- (5) Other serious improper conduct;
- (6) Unsafe work practices or;
- (7) Any other conduct which may cause losses, financial or otherwise, to KTP or be seen as being detrimental to KTP's reputation.

Staff and/or shareholders may report their complaints directly to the following persons:

Contact Details:

Managing Director

Mr Oh Weng Soon	: Office	: 0 2237 1999
Managing Director	: E-mail	: LockSoon.Oh@keppelland.com
Keppel Thai Properties	: Office Address	: 30 th Floor, Jewellery Centre Building, 138/108 Nares Road, Sipraya, Bangrak, Bangkok 10500

Receiving Officer

Ms Jessica Cheong	: Office (DID)	: 64337566
Deputy General Manager	: E-mail	: Jessica.Cheong@keppelland.com
Group Internal Audit Keppel Land	: Office Address	: 230 Victoria Street #06-05A Bugis Junction Towers Singapore 188024

Audit Committee Chairman (KLL)

Mr Yap Chee Meng	: Office (DID)	: 64337651
Keppel Land	: E-mail	: auditchair.wb@keppelland.com
	: Office Address	: 230 Victoria Street #06-05A Bugis Junction Towers Singapore 188024

Reporting procedure

- A Protected Report may be made orally or in writing. However, such reports should preferably be in writing so as to ensure a clear understanding of the matters raised. Oral reporting should be documented by the supervisor, Receiving Officer or AC Chairman (KLL), depending on who is the first. All communications relating to the allegations made in a Protected Report should also be in writing.
- The Receiving Officer will retain all documents related to Protected Reports in a safe, secure and proper manner.
- Protected Reports (whether oral or written) should be factual rather than speculative, but need not be conclusive evidence of the alleged Reportable Conduct. The report should include the nature of the alleged Reportable Conduct, the name(s) of the person(s) alleged to be involved, the date and description of the alleged wrongdoing(s) and other pertinent information. The information disclosed should be as precise as possible so as to allow for proper assessment of the nature, extent and urgency of preliminary investigative procedures to be undertaken.
- Whistle-blowers must provide their names, phone numbers and addresses so that the Receiving Officer or Audit Committee Chairman may, if need be, contact them for more information

Confidentiality

- Confidentiality of the identity of Whistle-Blowers and persons who participate (or who intend to participate) in investigations initiated under this policy will, to the extent possible, be maintained. Such persons should nevertheless be cautioned that their identity may become known for reasons outside of the control of all those involved in receiving the Protected Report and/or investigating the matters raised therein.
- The identity of the Investigation Subject(s) will similarly be maintained in confidence to the extent possible.

- **Enterprise Risk Management**

Enterprise Risk Management is a process designed to identify potential events that may impact the Company caused by changing economic, financial, social and legal situations, and to specify sufficient protection and suitable resolution measures to prevent and mitigate such risks, including analysis of circumstances, as well as the probability of risky events occurring. KTP's enterprise risk management process is implemented on a quarterly basis, and is in line with Keppel Land's Enterprise Risk Management guidelines.

- **Internal Audit Report**

An internal audit is conducted annually to review the adequacy and effectiveness of key controls, procedures and processes of the Company and its subsidiaries. A report is then generated to address three key areas, including the adequacy and effectiveness of existing internal controls and operational procedures, compliance with established policies and procedures as well as the weaknesses and recommendations for improvement in the areas reviewed.

- **Code of Conduct**

The Company has a Code of Conduct in place which is circulated to related parties, Directors, Executives and all employees. The policy addresses standards with regards to safety discrimination and workplace harassment, internal and external corruption or bribery, gifts as well as donations and contributions.

9.2 BOARD COMMITTEES

The Board currently comprises three committees: the Board of Directors, the Executive Committee (EC) and the AC.

9.2.1 BOARD OF DIRECTORS:

The Board of Directors assumes full authority over the management of the Company and ensures that the Company's operations meet its set objectives and complies with Articles of Association and shareholders' resolutions.

Roles, Duties and Responsibilities of the Board of Directors

The principal functions of the Board are as follows:

- 1) Review and approve the Company's corporate policy and the authorisation matrix.
- 2) Provide full and timely information disclosure to shareholders.
- 3) Be accountable to all shareholders by adopting best practices to enhance value for shareholders.
- 4) Manage the Company in accordance with relevant laws, objectives and Articles of Association of the Company including shareholders' resolutions.
- 5) Review, and where required, approve key strategies, objectives and plans of the Company and appropriate financial and operational matters.
- 6) Advise management on significant issues that may impact the Company.

- 7) Evaluate the adequacy of internal controls, risk management, financial reporting and compliance.
- 8) Nominate Directors and ensure that the structure and practices of the Board provide for sound corporate governance.
- 9) Supervise and appropriately remunerate senior management.

The Company's Board of Directors as at 31 December 2015 include:

Name	Position	Appointment Date
Mr Ng Ooi Hooi	Chairman	21 Feb 2013
Mr Oh Weng Soon (Oh Lock Soon)	Managing Director and Director	20 Dec 2011
Mrs Jiraporn Pimpoorash	Independent Director and Audit Committee Member	27 May 2004
Prof Chukiat Pramoolpol	Independent Director and Audit Committee Member	21 Dec 2004
Mr Somprasong Makkasaman	Independent Director and Audit Committee Member	27 May 2004
Mr Lim Kei Hin	Director	30 Apr 2012
Madam Melissa Tan Siew Ngok	Director	1 May 2012

9.2.2 EXECUTIVE COMMITTEE:

The Executive Committee (EC) consists of three non-Executive Directors and one Executive Director with the competencies and expertise to oversee the business, assets, affairs and performance of the Company. The EC focuses its activities regularly on the key requirements and policies of the Company.

Roles, Duties and Responsibilities of the Executive Committee

- 1) To operate the daily business of the Company in line with the Company's policy and budgets, set the directions, targets, organisation and business operations of the Company, at the same time, monitor the Company's performance in achieving its targets.
- 2) To assess transactions of the Company and its subsidiaries which may have conflicts of interest with the Company? The EC would then have to propose the meeting of the AC and the Board before the transaction is approved.

- 3) To perform operations as assigned by the Board and to approve other business operations of the Company as delegated by the Board.
- 4) To approve credit and write-off debts within the authorised limits.
- 5) To approve the hiring of consultants and procurement of materials in accordance with procedures.

The Company's Executive Committee as at 31 December 2015 include:

Mr Ng Ooi Hooi	Chairman
Mr Oh Weng Soon (Oh Lock Soon)	Member
Mr Lim Kei Hin	Member
Madam Melissa Tan Siew Ngok	Member

9.2.3 MANAGING DIRECTOR

Mr Oh Weng Soon (Oh Lock Soon), Managing Director, has the responsibility to manage and lead daily business operations of the Company.

Role, Duties and Responsibilities of the Managing Director

1. Responsible for daily business operation and management of the Company.
2. To assure that operations are in accordance with policies, work plans, and within the budget approved by the EC and/or the Board.
3. Be the authorised person to manage the Company's operations to be in line with Company's objectives, regulations, policies, standards, requirements, instructions and the resolution of Board meetings and/or the shareholders' meeting.
4. Manage and lead business operations, and at the same time, evaluate the Company's performance on a regular basis so that proper action will be taken to prevent or minimise risks associated with external and internal factors.
5. To oversee any binding agreements with regards to the Company's business, as well as evaluate opportunities which may be beneficial to the Company. This includes overseeing the drafting of contracts to be further submitted to the EC and/or the Board.
6. Allocate sufficient funds for awards and compensations to employees as previously approved by the Board.
7. To authorise employment, including the transfer and rotation across departments/lines/sections, or termination of employment.

8. Determine rate of salary, compensation, bonus and fringe benefits of employees.
9. To authorise and regulate issuance of announcements and memorandums to ensure that the Company's policies are followed to safeguard the Company's benefits and to cultivate work discipline within the organisation.
10. To perform other duties as assigned by the Board.

Actions of the Managing Director concerning the assignment of duties, responsibilities and authorisation should not be in conflict with the interests of the Company and its subsidiaries. Such activities which may cause a conflict of interest have to be presented at the Board meeting or shareholders' meeting for consideration and approval in accordance with the regulations of the Company, its subsidiaries, or the applicable law. However, there is an exception when such activities are part of regular business operations with a predetermined scope.

9.2.4 AUDIT COMMITTEE:

The Audit Committee (AC) is appointed by the Board in accordance with the requirements of the SET. The AC convenes at least four times a year to review the Company's business operations. In 2015, the AC called for five meetings.

Roles, Duties and Responsibilities of the Audit Committee

The AC is guided by the following terms of reference:

- 1) Review financial statements to ensure adequacy, accuracy and proper disclosure as required by accounting standards and relevant laws.
- 2) Review the efficiency of the internal audit system set by management.
- 3) Review business operations in accordance with the requirements of the Securities and Exchanges Act, Rules and Principle Standards of the SET or any other laws related to the Company's business.
- 4) Consider, select and nominate an independent person as the Company's auditor, and to propose the aforementioned person's remuneration, as well as to attend the meeting separately with external auditors to discuss any matters without the presence of management at least once a year.
- 5) Review relevant transactions for any conflicts of interest, adherence to related laws and regulations of compliance and to ensure that such transactions are transparent.

- 6) Ensure transparency and accuracy in the Company's disclosure of relevant transactions, conflicts of interest or any other operation which may cause significant impact on the Company.
- 7) Report on activities of the AC in the Company's annual reports which must be signed by the Chairman of the AC.
- 8) Perform any other act as assigned by the Board of Directors with the agreement of the AC.

The Company's Audit Committee as at 31 December 2015 include:

Mrs Jiraporn Pimpoorash	Chairman
Prof Chukiat Pramoolpol	Member
Mr Somprasong Makkasaman	Member

Mrs Jiraporn Pimpoorash, with her extensive experience in the relevant industry for 27 years, is qualified to carry out the audits for KTP.

9.3 SELECTION OF DIRECTORS AND EXECUTIVE OFFICER

9.3.1 Directors and Executive Officer

The Board is responsible for the operations of the Company and has the duty to select qualified and accountable persons capable of maintaining good relations with the Board for Executive positions. To appoint the Directors and management, the Company shall consider and propose qualified persons in accordance with the laws and the relevant regulations, including the Articles of Association of the Company. The Board and AC will recommend such persons.

In appointing a member, the Board shall refer to the following for guidance:

Scenario 1: In the event of expiration of a Director's term, the Board shall recommend suitable candidates for election at the Annual General Meeting.

Scenario 2: In the event that an existing Director leaves before the expiration of his or her term, the Board shall appoint a qualified person in his or her place with voting of no less than three-fourths and shall hold the office until the expiration of the term. The person appointed as a new Board member shall serve the remainder of that term.

9.3.2 Independent Director

The person who shall be qualified to be independent director must be in fully compliance with the qualifications and independent criteria as prescribed by Capital Market Supervisory Board.

Qualifications of Independent Directors

1. Holding shares not exceeding 0.5% of the total number of shares with voting rights of the Company, parent company, subsidiary company, associate company, major shareholder or controlling person, including shares held by related persons of such independent director;
2. Neither being nor ever was an Executive Director, employee, staff, advisor who receives salary, or controlling person of the Company, parent company, subsidiary company, associate company, same-level subsidiary company, major shareholder or controlling person;
3. Not being a person related by blood or legal registration as father, mother, spouse, sibling, and child, including spouse of child, executive, major shareholder, controlling person, or person to be nominated as executive or controlling person of the Company or subsidiary company;
4. Neither having nor ever had a business relationship with the Company, parent company, subsidiary company, associate company, major shareholder or controlling person, in the manner which may interfere with his independent judgement, and neither being nor used to be a significant shareholder or controlling person of any person having a business relationship with the Company, parent company, subsidiary company, associate company, major shareholder or controlling person;

The term 'business relationship' shall include any normal business transaction, rental or lease of immovable property, transaction relating to assets or services or granting or receipt of financial assistance through receiving or extending loans, guarantees, providing assets as collateral, and any other similar actions, which result in the Company or his counterparty being subject to indebtedness payable to the other party in the amount of 3% or more of the net tangible assets of the Company or twenty million baht or more, whichever is lower. The amount of such indebtedness shall be calculated according to the method for calculation of value of connected transactions under the Notification of the Capital Market Supervisory Board governing rules on connected transactions *mutatis mutandis*. The consideration of such indebtedness shall include indebtedness occurred during the period of one year prior to the date on which the business relationship with the person commences

5. Neither being nor ever was an auditor of the Company, parent company, subsidiary company, associate company, major shareholder or controlling person, and not being a significant shareholder, controlling person, or partner of an audit firm which employs auditors of the Company, parent company, subsidiary company, associate company, major shareholder or controlling person unless the foregoing relationship has ended no less than two years prior to the date of appointment;

6. Neither being nor ever was a provider of any professional services including those as legal advisor or financial advisor who receive service fees exceeding two million baht per year from the Company, parent company, subsidiary company, associate company, major shareholder or controlling person, and not being a significant shareholder, controlling person or partner of the provider of professional services unless the foregoing relationship has ended no less than two years prior to the date of appointment;
7. Not being an appointed Director or as representative of Directors of the Company, major shareholder or shareholder who is related to major shareholder;
8. Not being a Director assigned by the Board to take part in the business decision of the Company, its parent company, subsidiary, affiliate, same-level subsidiary, major shareholder or controlling person of the company
9. Not undertaking any business in the same nature and in competition to the business of the Company or subsidiary company or not being a significant partner in a partnership or being an Executive Director, employee, staff, advisor who receives salary or holding shares exceeding one percent of the total number of shares with voting rights of other company which undertakes business in the same nature and in competition to the business of the Company or subsidiary company;
10. Not having any other characteristics which cause the inability to express independent opinions with regards to the Company's business operation.

However, the Company has not fixed the maximum term for Independent Directors. The Company has taken into consideration the knowledge, competency and professional experience of each Independent Director and his/her contributions for the benefit of all stakeholders and the Company's growth, as well as the individual's performance assessment throughout the term of directorship. Each Independent Director has proved that his/her independence is maintained without any conflict of interest and/or material interest with the Company.

ADDITIONAL TRAINING COURSES OR RELEVANT SEMINARS ATTENDED BY DIRECTORS

The Board encourages all Directors, Executives and the Company Secretary to attend training courses or participate in knowledge enhancement seminars, both internal and external, that support their work duties such as training courses offered by the Thai Institute of Directors, as well as courses arranged by other agencies so that they can apply the knowledge for the sound progress of the Company.

BOARD MEETING POLICY

The Company requests for cooperation from all Directors to attend all meetings whenever possible. In 2015, there were seven Board meetings. The Company has a policy where at least two-thirds of the total number of Directors should be present at each meeting.

9.4 INSIDER INFORMATION CONTROL

The Company carefully monitors conflicts of interest by setting out clear policies and procedures regarding the safeguarding and utilisation of sensitive information affecting trading of the Company's shares.

The Company has adopted the insider trading policy, which is set out in its Code of Business Conduct.

The policy prohibits internal stakeholders from trading in the securities of the Company if he/she is in possession of information which would, or would be likely to, have material effect on the financials of the Company.

It is outlined as follows:

- a) The Company carefully monitors the safeguarding and utilisation of sensitive information which will affect the trading of the Company's shares. All Directors, management and employees, including their spouse and children under the age of 21, are strictly prohibited to trade in the Company's securities within one month of the public disclosure of its inside information or financial statements.
- b) The Company is also required to file reports to the SET to disclose any changes in the Company's securities holdings for all Directors and management each time such changes occur.
- c) All staff of the Company are required to acknowledge this policy upon hire. The Company is also required to review this policy annually to ensure compliance. Any employee who fails to observe the insider trading policy will be subjected to disciplinary action, including dismissal, in addition to civil and criminal penalties.

9.5 AUDIT FEE**9.5.1 Audit fee**

The Company and subsidiaries engaged EY Office Limited for auditing services and paid for audit fee expenses incurred in 2015 totaling to an amount of Baht 2,030,000.

Auditor's Fee for the Company	Baht 530,000
Auditor's Fee for subsidiaries	Baht 1,500,000

9.5.2 Non-audit fee

None.

10. CORPORATE SOCIAL RESPONSIBILITY**Sustainability Framework**

As a responsible corporate citizen, KTP is committed to delivering value to its stakeholders, nurturing communities wherever it operates, as well as being an eco-conscious member of society.

The Company strives to achieve the following for its key stakeholders:

Customers:

To develop quality homes of enduring value

Investors:

To deliver sustainable earnings and maximise shareholder returns

Employees:

To provide employees a safe working environment, as well as empower them through training and development

Business Partners:

To build long-term and mutually beneficial relationships

Communities:

To be a responsible corporate citizen and contribute to the community

10.1 Business Ethics

KTP is in compliance with Thailand's laws and regulations as well as the Stock Exchange of Thailand's (SET) regulations on good corporate citizenship. The Company conducts its business with integrity, fairness and impartiality, in an ethical and proper manner with all its stakeholders, including customers, suppliers, communities and employees.

Employees are to comply with all laws and regulations and act in the best interest of the Company. KTP aims for sustainable growth and treats all shareholders equally.

10.2 Intellectual Property Policy

KTP complies with Thailand's law on intellectual property and encourages staff to respect intellectual property. Employees are prohibited against using the Company's resources, including computers, for unlawful activity. KTP also prohibits the use of unauthorised software without proper business licenses. Non-compliance will result in disciplinary action.

10.3 Anti-Corruption

KTP has anti-corruption policies and measures to protect its businesses, resources and reputation. In 3Q 2015, the Human Resources team conducted its annual briefing to all staff on the Company's anti-corruption policy, after which all staff were required to sign an acknowledgment form.

The anti-corruption policy is as follows:

- The Company's employees must under no circumstances offer, promise, give or authorise the giving, directly or through third parties, of any bribe, kickback, illicit payment, benefit in-kind or any other advantage to any customer, supplier, contractor, or any other person or entity, as an inducement or reward for an improper performance or non-performance of a function or activity. Facilitating payments are also considered bribery. Employees should not make any facilitating payments on behalf of the Company.
- Similarly, KTP staff must not under any circumstances solicit or accept, directly or indirectly, any bribe, kickback, illicit payment, benefit in-kind or any other advantage from any customer, supplier, contractor, or any other person or entity that is intended to induce or reward an improper performance or non-performance of a function or activity.
- Reporting Mechanism: KTP has anti-corruption reporting procedures in place. Employees are advised to lodge a protected report in relation to suspected reportable conduct to his supervisor and/or the Audit Committee Chairman.
- Investigation: The Company monitors all investigations closely. The Audit Committee Chairman will review the information gathered, following which, he will interview and determine whether the circumstance warrants an investigation and if so, decide on the appropriate investigative process to be executed and corrective actions to be taken, if any.

10.4 Human Rights

KTP is a strong supporter of human rights of its employees and others involved in KTP's operations, including workers of contractors. The Company's policy prohibits discrimination of any kind, and will not tolerate any bias including, but not limited to, ethnicity, gender, religion, nationality, age or physical disability.

KTP aims to provide a work environment that fosters mutual employee respect and promotes harmonious working relationships.

At KTP, safety is a core value. The Company conducts its business in a manner that protects the safety of all its employees and others involved in its operations, as well as its customers and the public, to achieve a zero-harm workplace.

10.5 Fair Treatment to Labour

KTP conducts its business operations in accordance with Thailand's labour laws. The Company is committed to protect human dignity, rights and liberty of its employees through its oversight of operations.

The Company provides equitable treatment to all employees. KTP has a human resources development plan in place, which includes professional training to develop the skills of its employees according to clear performance indicators and promotion procedures.

The Company also provides annual medical check-ups, as well as organises medical care seminars for employees. All employees are also offered a medical payment plan.

10.6 Responsibility to Customers

KTP aims to provide correct and accurate portrayal of the Company and its products and services to its customers. The Company aims to deliver homes of quality and value to its customers and also has avenues for customer feedback.

10.7 Supporting Green Initiatives

KTP supports green initiatives and encourages its staff to adopt an eco-mindset.

In January 2015, KTP staff gathered unused table calendars from fellow employees as well as their families and friends, and donated them to Foundation for the Blind in Thailand to be recycled into Braille books. The books were then distributed to its centres across the country.

On 9 January 2015, KTP donated 20 bicycles to Bangkaew Sub-district Administrative Organisation in support of their campaign to encourage cycling within the district instead of using cars to reduce carbon emissions. KTP's development, Villa Arcadia Srinakarin, is located within the Bangkaew district.

In June 2015, KTP initiated the "KARE" campaign to encourage energy-saving practices among its staff. This included rallying staff to switch off air-conditioners, lights and computer screens during lunch or when left unused for extended periods of time. Other initiatives included encouraging staff to reduce the use of paper, as well as promote carpooling among its employees. A competition was also held where staff were encouraged to team up and develop practical and innovative ideas to save energy and resources. The top three teams were awarded and the ideas were implemented in KTP's site office. These initiatives resulted in 28% cost savings in water expenses at the common areas of Villa Arcadia Srinakarin and 8.1% cost savings in electricity expenses at the Villa Arcadia Srinakarin office.

10.8 Care for Communities

KTP supports the underprivileged and strives to contribute to the community. The Company also encourages employees to be socially responsible.

On 5 June 2015, Keppel Thai Properties worked with Chet Khot-Pong Kon Sao Nature Study Centre located within the Khao Yai National Park in Saraburi province, to build check dams and salt licks in the national park. Check dams help to prevent soil erosion in the area, which is highly prone to floods during the rainy season, while the salt licks benefit wildlife by preserving minerals on the forest floor that wild animals depend on for nutrients. Sixty employees participated in the dam construction.

The activity brought the volunteers closer to nature and increased their appreciation of the environment. KTP also conducted a donation drive in support of Mirror Foundation, which is one of Thailand's Non-Governmental Organisations. Staff collected unused items from the show galleries of Villa Arcadia Srinakarin and donated it to the foundation, which supports social development as well as promotes human rights and education in the country. The items were then distributed to the organisation's centres or sold to fund its activities.

In June 2015, KTP volunteers renovated the dormitory of its adopted charity, Baan Sang San Dek, which is a non-profit shelter in Pratumthani for underprivileged boys aged six to 17 years old. Renovation works included fixing the ceiling and installing mosquito nets, as well as sprucing up the dormitory's interiors.

On 22 November 2015, KTP sponsored nine awards during an awards ceremony organised by the Duang Prateep Foundation. The organisation oversees over 20 projects in the areas of education, child abuse, as well as welfare of the elderly and slum youths at Klong Toey, Bangkok. In addition, the Company also donated unused exercise equipment from the clubhouses of Villa Arcadia Srinakarin to the Foundation's fitness centre.

11. INTERNAL CONTROL AND RISK MANAGEMENT

The Board and Audit Committee (AC) are of the opinion that Keppel Thai Properties (KTP) and its subsidiaries have adequate internal control systems and processes in place that safeguard and protect the Company's resources. These policies and procedures also ensure effective management of the Company.

KTP has engaged the Internal Audit team at Straits Mansfield Property Marketing Pte Ltd. (Straits Mansfield) to provide professional and consultancy services at least once a year.

The internal as well as external auditor reports, including recommendations made by these auditors, are reviewed by the AC and then surfaced to the Board of Directors.

The Board and the AC are satisfied that the internal controls, addressing the financial, operational and compliance risks of the Company are adequate.

12. RELATED PARTY TRANSACTIONS**APPROVAL PROCEDURES OF RELATED PARTY TRANSACTIONS**

In case that the Company, its subsidiaries, related persons or parties enter into related party transactions, the Company shall proceed in accordance with laws, regulations, notifications, orders and rules of the Office of Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET), to comply with corporate governance principles. It must also follow the rules of the related transaction disclosure and acquisition and disposal of the asset.

Such related party transactions shall be agreed and approved by the Board and shareholders. However, no Director or Executive with conflict of interest in the matter shall be involved in the approval.

POLICIES ON FUTURE RELATED PARTY TRANSACTIONS

The Audit Committee and the Company will oversee any future related party transactions together to ensure that they will be handled properly and approved in accordance with relevant procedures. The related party transactions shall be disclosed according to regulations of the SEC and the SET.

The Company will ensure that related party transactions shall be entered into for the best interest of the shareholders.

RELATED PARTY TRANSACTIONS DURING THE FINANCIAL YEAR ENDED 31 DECEMBER 2015**1. Management Fee**

The Company has entered into a management agreement with Straits Mansfield Property Marketing Pte Ltd. (Straits Mansfield), a subsidiary of Keppel Land Limited (Keppel Land) which is the Company's major shareholder, to provide professional and consultancy services for the Company and its two subsidiaries; Thai-Kami Co., Ltd. and Top Property Co., Ltd. ("TOP") of which the Company held 100% and 61% respectively of total shares with the transaction value of SGD 235,000. This is a normal business transaction based on reasonable commercial terms, and has been approved by the Board.

2. Internal Audit Fee

The Company has entered into an agreement with Straits Mansfield to provide internal audit services with the transaction value of SGD 15,000. This is a normal business transaction based on reasonable commercial terms, and has been approved by the Board.



3. Management Fee between the Company and its subsidiaries

The Company has entered into a management agreement with the Company's subsidiary ("TOP") to provide professional and consultancy services with the transaction value of not more than Baht 2.5 million. This is a normal business transaction based on reasonable commercial terms, and has been approved by the Board.