



CLARIFICATION ANNOUNCEMENT ON CORPORATE GOVERNANCE REPORT IN ANNUAL REPORT 2015

CIMB Bank Berhad, Singapore branch was the financial adviser to the Company for the acquisition of the entire issued and paid up share capital of Regal International Holdings Pte. Ltd. (the "Financial Adviser"). The Financial Adviser (i) assumes no responsibility for; and (ii) does not endorse, the contents of this announcement (or any matter contemplated herein).

The Board of Directors (the "Board") of Regal International Group Ltd. ("Company") refers to the Company's Annual Report for the financial year ended 31 December 2015 ("AR 2015") released to the Singapore Exchange Securities Trading Limited on 6 April 2016, the Board refers to the disclosure of Guideline 9.3 of the Code of Corporate Governance (the "Code") in the Corporate Governance Report on page 27 of the AR 2015 and wishes to clarify that:

Guideline 9.3 of the Code

"The company should name and disclose the remuneration of at least the top five key management personnel (who are not directors or the CEO) in bands of S\$250,000. Companies need only show the applicable bands. There should be a breakdown (in percentage or dollar terms) of each key management personnel's remuneration earned through base/fixed salary, variable, or performance related income/bonuses, benefits in kind, stock options granted, share-based incentives and awards, and other long-term incentives.

In addition, the company should disclose in aggregate the total remuneration paid to the top five key management personnel (who are not directors or the CEO). As best practice, companies are also encouraged to fully disclose the remuneration of the said top five key management personnel."

Company's Response

A breakdown showing the level and mix of each individual key management personnel's remuneration in all forms by the Group for FY2015 disclosed in the relevant remuneration bands is set out below:

Name of Key Management Personnel	Salary (%)	Bonus (%)	Fees (%)	Other Benefits (%)	Total (%)	Options granted during the year
Above S\$500,000 and Below S\$750,000						
Anthony Cheng Ee Chew	87.5	12.5	-	-	100	-
Jackie Cheng Ee Lieng	88.1	11.9	-	-	100	-
Above S\$250,000 and Below S\$500,000						
Jessica Ong Boon Chin	89.1	10.9	-	-	100	-
Below S\$250,000						
Serena Su Chung Wen	94.4	5.1	-	-	100	240,000
Frederick Eng Meng Khuan	65.5	34.5	-	-	100	1,050,000
Elizabeth Wong Sing Hui	76.8	23.2	-	-	100	280,000
Liang Ngee Ping	78.6	21.4	-	-	100	1,050,000
Lee Mei San	86.6	13.4	-	-	100	350,000
Helen Poh Yan Peng	92.6	7.4	-	-	100	-



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Regal International Group

REGAL INTERNATIONAL GROUP LTD.

Company Registration No.: 200508585R

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As disclosed in page 27 of the AR 2015, for FY2015, the aggregate total remuneration paid to the top five (5) key management personnel (who are not Directors or the CEO) amounted to S\$1,814,000.

In view of confidentiality of the remuneration policies of the Company, the Board is of the opinion that it is in the best interests of the Group to disclose the remuneration of its key management personnel in salary band.

By Order of the Board

Su Chung Jye
Executive Chairman and Chief Executive Officer
9 May 2016