



Response to SGX Queries on the Company's Annual Report for the financial year ended 31 December 2019

Singapore, 18 June 2020 – KrisEnergy Ltd. (“KrisEnergy” or “the Company”, and together with its subsidiaries, the “Group”), an independent upstream oil and gas company, refers to its annual report for the financial year ended 31 December 2019 (“Annual Report”). In this regard, the Company wishes to respond to the query raised by the Singapore Exchange Securities Trading Limited (“SGX”) on 17 June 2020 as follows:

SGX Query

On page 46 of the Annual Report, we note the following disclosure made: “Disclosure of the (i) precise remuneration amounts of individual Executive Directors and key management personnel, and (ii) aggregate total remuneration paid to key management personnel is disadvantageous to the Group’s business interests in view of the shortage of talented and experienced personnel in the upstream oil and gas industry. The Company is making available, however, the aggregate remuneration and the breakdown of the components of remuneration in percentage terms of the individual Executive Directors and top five key management personnel in Table 3 and Table 4. The Company is of the view that these disclosures provide sufficient information to shareholders on the Company’s remuneration policies, the level and mix of remuneration, the procedure for setting remuneration and the relationships between remuneration, performance and value creation.”

Listing Rule 710 requires issuers to explicitly state, when deviating from the provisions prescribed in the Code of Corporate Governance 2018 (the “Code”), an explanation on how the practices it had adopted are consistent with the intent of the relevant principle. We note that the Company had not complied with Provision 8.1 of the Code with regards to the disclosure of remuneration, and there were no explanations were provided for in your FY2019 annual report on how it is consistent with the intent of Principle 8 of the Code. Please clarify how the practices the Company had adopted are consistent with the intent of Principle 8 of the Code, which requires transparency on the Company’s remuneration policies, level and mix of remuneration, the procedure for setting remuneration and the relationships between remuneration, performance and value creation.

Company’s Response to SGX Query

The Company has disclosed the aggregate remuneration (in bands of no wider than S\$250,000) and the breakdown of the components of remuneration in percentage terms of the individual named Directors and top five key management personnel on pages 47 and 48 of the Annual Report.

The policies and practices adopted by the Company in arriving at the remuneration packages of Directors and key management personnel, including disclosure on components, assessment process, performance indicators and the correlation between remuneration, performance and value creation, have also been described on pages 44 to 48 of the Annual Report.



As disclosed on Page 47 of the Annual Report, the Company takes the view that (a) the above disclosures provide sufficient information to shareholders on the Company's remuneration policies, the level and mix of remuneration, the procedure for setting remuneration and the relationships between remuneration, performance and value creation; and (b) disclosure of the precise remuneration amounts of individual Executive Directors and key management personnel, and aggregate total remuneration paid to key management personnel is disadvantageous to the Group's business interests in view of the shortage of talented and experienced personnel in the upstream oil and gas industry.

Taking into consideration the reasons for deviation from Provision 8.1 of the Code, the Company believes that there is sufficient transparency in its disclosure of remuneration which is consistent with the intent of Principle 8 of the Code.

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About KrisEnergy:

KrisEnergy Ltd. is an independent upstream company focused on the exploration for and the development and production of oil and gas in Southeast Asia. The Company holds working interests in two producing oil and/or gas fields, one in the Gulf of Thailand and one onshore Bangladesh. It also participates in nine blocks in various stages of the E&P lifecycle in Bangladesh, Cambodia, Indonesia, Thailand and Vietnam. KrisEnergy operates eight of the contract areas.

For further information, visit www.krisenergy.com.