

CHANGE - ANNOUNCEMENT OF APPOINTMENT::APPOINTMENT OF EXECUTIVE DIRECTOR AND CHIEF EXECUTIVE OFFICER

Issuer & Securities

Issuer/ Manager

LINCOTRADE & ASSOCIATES HOLDINGS LIMITED

Securities

LINCOTRADE&ASSOCIATES HLDG LTD - SG1BH7000002 - BFT

Stapled Security

No

Announcement Details

Announcement Title

Change - Announcement of Appointment

Date & Time of Broadcast

17-Nov-2025 17:21:04

Status

New

Announcement Sub Title

Appointment of Executive Director and Chief Executive Officer

Announcement Reference

SG251117OTHRGTHA

Submitted By (Co./ Ind. Name)

Tan Kok Heng

Designation

Independent and Non-Executive Chairman

Description (Please provide a detailed description of the event in the box below)

Appointment of Executive Director and Chief Executive Officer

This announcement has been reviewed by the Company's sponsor, SAC Capital Private Limited (the "Sponsor"). It has not been examined or approved by the Singapore Exchange Securities Trading Limited ("SGX-ST") and the SGX-ST assumes no responsibility for the contents of this announcement, including the correctness of any of the statements or opinions made or reports contained in this announcement.

The contact person for the Sponsor is Ms Lee Khai Yinn (Telephone: (65) 6232 3210) at 1 Robinson Road, #21-01 AIA Tower, Singapore 048542.

Additional Details

Date of appointment

17/11/2025

Name of person

Soh Loong Chow Jackie

Age

58

Country of principal residence

Singapore

The Board's comments on this appointment (including rationale, selection criteria, board diversity considerations, and the search and nomination process)

In line with the Group's ongoing leadership renewal efforts, Management had proposed, and having reviewed, the Nominating Committee and the Board had accepted and approved the re-designation of Mr Soh Loong Chow Jackie ("Mr Soh") from his current position of Business Development Director of the Company, to Executive Director and Chief Executive Officer ("CEO") of the Company. Mr Soh's appointment will take effect from 17 November 2025.

The Board had assessed Mr Soh's qualifications, experience and professional background, and is of the view that he has the requisite skills, experience, and leadership capabilities to assume the role as the Executive Director and CEO of the Company.

Whether appointment is executive, and if so, the area of responsibility

The appointment is executive. Mr Soh will be responsible for overseeing the operations of the Group, including business development, projects and financial management.

Job title (e.g. Lead ID, AC Chairman, AC Member etc.)

Executive Director and Chief Executive Officer

Professional qualifications

Nil

Working experience and occupation(s) during the past 10 years

1991 to Present: Lincotrade & Associates Pte Ltd, Executive Director

Shareholding interest in the listed issuer and its subsidiaries?

Yes

Shareholding details

45,454,545 ordinary shares in the capital of the Company

Any relationship (including immediate family relationships) with any existing director, existing executive officer, the issuer and/or substantial shareholder of the listed issuer or of any of its principal subsidiaries

No

Conflict of interest (including any competing business)

No

Undertaking (in the format set out in Appendix 7.7 or Appendix 7H) under Mainboard Rule 720(1) or Catalist Rule 720(1) has been submitted to the listed issuer

Yes

Other Principal Commitments* Including Directorships#

* "Principal Commitments" has the same meaning as defined in the Code of Corporate Governance.

These fields are not applicable for announcements of appointments pursuant to Mainboard Rule 704(9) or Catalist Rule 704(8).

Past (for the last 5 years)

Possible Capital Sdn Bhd

Present

- Buenos Interior Solutions Pte. Ltd.
- Lincotrade Capital Pte. Ltd.
- Lincotrade & Associates Pte Ltd
- Lincotrade & Associates (Malaysia) Sdn. Bhd.
- Lincotrade (Dongguan) Furniture Manufacturing Co., Ltd.
- Millennium Fiesta Pte. Ltd.
- Millennium Fiesta Sdn. Bhd.

(a) Whether at any time during the last 10 years, an application or a petition under any bankruptcy law of any jurisdiction was filed against him or against a partnership of which he was a partner at the time when he was a partner or at any time within 2 years from the date he ceased to be a partner?

No

(b) Whether at any time during the last 10 years, an application or a petition under any law of any jurisdiction was filed against an entity (not being a partnership) of which he was a director or an equivalent person or a key executive, at the time when he was a director or an equivalent person or a key executive of that entity or at any time within 2 years from the date he ceased to be a director or an equivalent person or a key executive of that entity, for the winding up or dissolution of that entity or, where that entity is the trustee of a business trust, that business trust, on the ground of insolvency?

No

(c) Whether there is any unsatisfied judgment against him?

No

(d) Whether he has ever been convicted of any offence, in Singapore or elsewhere, involving fraud or dishonesty which is punishable with imprisonment, or has been the subject of any criminal proceedings (including any pending criminal proceedings of which he is aware) for such purpose?

No

(e) Whether he has ever been convicted of any offence, in Singapore or elsewhere, involving a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, or has been the subject of any criminal proceedings (including any pending criminal proceedings of which he is aware) for such breach?

No

(f) Whether at any time during the last 10 years, judgment has been entered against him in any civil proceedings in Singapore or elsewhere involving a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, or a finding of fraud, misrepresentation or dishonesty on his part, or he has been the subject of any civil proceedings (including any pending civil proceedings of which he is aware) involving an allegation of fraud, misrepresentation or dishonesty on his part?

No

(g) Whether he has ever been convicted in Singapore or elsewhere of any offence in connection with the formation or management of any entity or business trust?

No

(h) Whether he has ever been disqualified from acting as a director or an equivalent person of any entity (including the trustee of a business trust), or from taking part directly or indirectly in the management of any entity or business trust?

No

(i) Whether he has ever been the subject of any order, judgment or ruling of any court, tribunal or governmental body, permanently or temporarily enjoining him from engaging in any type of business practice or activity?

No

(i) any corporation which has been investigated for a breach of any law or regulatory requirement governing corporations in Singapore or elsewhere; or

No

(ii) any entity (not being a corporation) which has been investigated for a breach of any law or regulatory requirement governing such entities in Singapore or elsewhere; or

No

(iii) any business trust which has been investigated for a breach of any law or regulatory requirement governing business trusts in Singapore or elsewhere; or

No

in connection with any matter occurring or arising during that period when he was so concerned with the entity or business trust?

No

(k) Whether he has been the subject of any current or past investigation or disciplinary proceedings, or has been reprimanded or issued any warning, by the Monetary Authority of Singapore or any other regulatory authority, exchange, professional body or government agency, whether in Singapore or elsewhere?

No

Any prior experience as a director of an issuer listed on the Exchange?

No

If no, please state if the director has attended or will be attending training on the roles and responsibilities of a director of a listed issuer as prescribed by the Exchange.

Mr Soh will attend the training on the roles and responsibilities of a director of a listed issuer as prescribed by the Exchange within one year from the date of his appointment to the Board.

Please provide details of relevant experience and the nominating committee's reasons for not requiring the director to undergo training as prescribed by the Exchange (if applicable).

Nil
