



**Leader Environmental Technologies Limited**  
**利德环保技术有限公司**  
**(Incorporated in the Republic of Singapore on 15 August 2006)**  
**(Company Registration Number: 200611799H)**

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**RESPONSE TO QUERIES FROM SINGAPORE EXCHANGE SECURITIES TRADING LIMITED  
IN RELATION TO ANNUAL REPORT FY2012**

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The Board of Directors of Leader Environmental Technologies Limited (the “**Company**”, together with its subsidiary, collectively, the “**Group**”) refers to the queries raised by the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) on 16 April 2013 in relation to the Annual Report ended 31 December 2012 (the “**Annual Report FY2012**”), and wishes to provide further information as follows:-

**SGX Query**

Guideline 9.2 of the Code of Corporate Governance requires the Company to disclose the names and remuneration of at least the top 5 key executives (who are not directors), and the disclosure should include a breakdown of remuneration.

The disclosure at page 26 of the Annual Report does not comply with Guideline 9.2. Any deviation from the Code has to be explained. Please get the Company to make a SGXNet announcement to either (i) give the breakdown in the key executives’ remuneration; or (ii) disclose and explain the deviation from the Code.

## Company's Response

With reference to the disclosure on page 26 of the Annual Report FY2012, under the heading of "Corporate Governance Report", the Company wishes to clarify that:-

There were only four management personnel (who are not directors) whom the Company considered to be key executives of the Group. Accordingly, the names and remuneration in bands of S\$250,000 with a breakdown of salary, bonus, allowances and other benefits in percentage terms of these four key executives were as follows:

Remuneration Band and Name of Executive	Base/Fixed salary	Variable or performance benefits related income/Bonus	Other benefits
Wang Xiaoyan	80.6%	-	19.4%
Mu Zongguang	73.1%	-	26.9%
Sun Weili	73.0%	-	27.0%
Lim Poh Yeow	86.9%	7.2%	5.9%

By Order of the Board

Lin Baiyin  
Executive Chairman and Chief Executive Officer

16 April 2013

The initial public offering of the Company was sponsored by Stirling Coleman Capital Limited ("Issue Manager"). The Issue Manager assumes no responsibility for the contents of this announcement.