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**RESPONSES TO QUESTIONS RECEIVED FROM SHAREHOLDERS IN RELATION TO THE ANNUAL REPORT**

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**1. INTRODUCTION**

The Board of Directors (“**Board**”) of Advancer Global Limited (the “**Company**” and together with its subsidiaries, the “**Group**”) wishes to announce its responses to the questions raised by the Company’s shareholders in relation to the Company’s annual report for the financial year ended 31 December 2022 (“**Annual Report**”).

**2. QUESTIONS FROM SHAREHOLDERS AND COMPANY’S RESPONSES**

	<b>Questions from shareholders</b>	<b>Company’s responses</b>
Q1	<p>Increase in payroll under the Progressive Wage Model (“<b>PWM</b>”)</p> <p>(a) What is the percentage increase pre- and post-PWM implementation?</p> <p>(b) Does the Group track productivity when implementing the PWM? Is there positive productivity after PWM is implemented?</p> <p>(c) Can the Company pass the cost increase from PWM to customers?</p>	<p>(a) As disclosed in page 3 of the Annual Report, the impact on our payroll cost due to PWM adjustments ranges between 20% to 25% for our Group from 2024 to 2028.</p> <p>(b) The Group is currently updating our current processes to better monitor productivity levels of our employees in the post-PWM and COVID-19 business environment.</p> <p>(c) The Group is currently not able to pass on the full cost of the increase to our customers due to the sensitivity of pricing increases in some of the industries that we operate in. We will continue to work closely with customers to bridge this expectation gap to allow us to progressively pass some of the increased costs to our customers over time while maintaining competitiveness within the industry.</p>
Q2	<p>Have the Group considered investment in technology (e.g. AI/Robotics/Automation) to address the labour-intensive issue?</p> <p>If yes, what has the Group invested in so far and how much?</p>	<p>As the Group operates primarily in industries where it is labour-intensive, the Group has commenced automation of certain internal processes to improve our overall work-flow efficiency over the last few years.</p> <p>The Group will continue to review its processes and implement technology where necessary and feasible if there are potential for cost savings as well as increase in operational efficiencies.</p>

	Questions from shareholders	Company's responses
		To date, the Group has invested at least S\$0.5 million on various technology-related initiatives.
Q3	<p>Have the Board reviewed the Company's strategy in view of post-pandemic challenges such as discontinuing business segments that are not viable or contributing to revenue.</p> <p>When can the Company expect better results and dividend payout?</p>	<p>The Board, together with management, has continuously reviewed the Group's strategy considering the challenging business environment due to the rising costs of operations. We acknowledge the challenging operating environment that we face while managing a range of business activities within the Group.</p> <p>The Group has been growing and integrating the business of its subsidiaries into a single entity for potential cost savings and to improve overall operational efficiency over the last few financial years.</p> <p>As disclosed on pages 2 and 3 of the Annual Report, the Group has recently launched a new business initiative for an Integrated Facilities Management provider via our wholly owned subsidiary, Advancer IFM Pte. Ltd. ("<b>AIFM</b>"). Through AIFM, the Group is able to provide a comprehensive workforce solution to managing multiple services that will allow our customers to enjoy cost savings and an optimised service delivery as well as potential growth in revenue for the Group due to increase in customer contracts and business synergies.</p> <p>The management and Board of the Company will always endeavour to work hard to improve shareholders' value. As part of the future strategic plan of the Group, the Board will review the Company's dividend policy from time to time, balancing the imperative of funding further direct and indirect investments in opportunities to support future growth and providing sustainable shareholder returns, including the declaration of dividends.</p>

**By Order of the Board of Directors**

Chin Mei Yang  
Chief Executive Officer and Executive Director  
21 April 2023

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*This announcement has been reviewed by the Company's sponsor, SAC Capital Private Limited (the "**Sponsor**"). This announcement has not been examined or approved by the Singapore Exchange Securities Trading Limited (the "**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.*

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