
RESPONSES TO SUBSTANTIAL AND RELEVANT QUESTIONS RECEIVED FOR THE EXTRAORDINARY GENERAL MEETING TO BE HELD ON 5 JUNE 2020

The Board of Directors of BH Global Corporation Limited (the “**Company**”) together with its subsidiaries (the “**Group**”) wishes to provide responses to substantial and relevant questions raised by its shareholders for the Company’s Extraordinary General Meeting to be held on 5 June 2020 as follows:

Question	Response
<p>1. Why is the Company adopting the Performance Share Plan to its controlling shareholders when they are already holding substantial shareholdings?</p>	<p>The Company is introducing the Performance Share Plan 2020 (“PSP 2020”) so that it will have a more comprehensive and flexible set of remuneration tools to attract talent and to better motivate, reward and retain the Group’s employees. The PSP 2020 is based on the principle of pay-for-performance where achievement of pre-determined performance targets or goals will be rewarded with the award of shares. This better aligns the interest of employees, especially key senior management and senior executives, with the interests of shareholders, and reduces the payment of remuneration through cash.</p> <p>The PSP 2020 is intended to apply to the Company’s executives and employees, and not just to the controlling shareholders who are also directors or employees of the Group.</p>
<p>2. Will the Company consider deferring the Performance Share Plan till when the Group’s performance is more stable?</p>	<p>The Company is introducing the PSP 2020 so that it will have a more comprehensive and flexible set of remuneration tools to attract talent and to better motivate, reward and retain the Group’s employees in the current circumstances and climate. The PSP 2020 is based on the principle of pay-for-performance where achievement of pre-determined performance targets or goals will be rewarded with the award of shares. This better align the interest of employees, especially key senior management and senior executives, with the interests of shareholders, and reduces the payment of remuneration through cash.</p> <p>The PSP 2020 will be valid for a period of 10 years should it be approved at the upcoming EGM on 5 June 2020, which will then become a remuneration tool component available to the Remuneration Committee in its periodic</p>

	assessment and formalization of the Company's remuneration policies. In deciding the final remuneration policy for each period, the Remuneration Committee will deliberate on various factors such as the appropriateness and merits of each available remuneration tool relative to the circumstances of the Company at the point of time.
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BY ORDER OF THE BOARD

Vincent Lim Hui Eng
Executive Chairman and Chief Executive Officer
3 June 2020