

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

Issuer & Securities

Issuer/ Manager

VIBRANT GROUP LIMITED

Securities

VIBRANT GROUP LIMITED - SG1BJ7000008 - BIP

Stapled Security

No

Announcement Details

Announcement Title

Change - Announcement of Appointment

Date & Time of Broadcast

30-Sep-2026 18:58:35

Status

New

Announcement Sub Title

Appointment of Chief Executive Officer and Executive Director

Announcement Reference

SG2609300THR0YAT

Submitted By (Co./ Ind. Name)

Chng Kiat Yew

Designation

CFO

Effective Date and Time of the event

30/09/2026 18:58:00

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

Appointment of Mr. Don Tang Fook Yuen as the Chief Executive Officer and Executive Director of the Company.

Additional Details

Date of appointment

01/10/2026

Name of person

Don Tang Fook Yuen

Age

59

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)

Mr. Don Tang Fook Yuen ("Mr. Don Tang") has been serving as Interim Chief Executive Officer ("CEO") of the Company since his appointment to the position on 3 June 2026. During this period, he has provided steady leadership and ensured continuity in the Group's operations while advancing the Group's strategic priorities.

The Nominating Committee ("NC"), having considered Mr. Don Tang's contributions to the Group, track record, capabilities and experience, has recommended him to be appointed as CEO and Executive Director of the Company.

In evaluating Mr. Don Tang's appointment as CEO and Executive Director, the Board of Directors ("Board") and the NC considered among others, his leadership, industry knowledge, and familiarity with the Group's business and operations.

The Board, having considered the recommendations of the NC and assessed Mr. Don Tang's experience, qualifications, skillsets, and performance as Interim CEO, has accepted the recommendations of the NC and approved the appointment of Mr. Don Tang as CEO and Executive Director of the Company.

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

Executive. Responsible for overall business development, strategic planning and operations of the Company and its subsidiaries.

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

Chief Executive Officer and Executive Director

Professional qualifications

Bachelor of Business Administration Degree from National University of Singapore
Master of Science in International Marketing from the University of Strathclyde

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

3 June 2026 - Present:

Interim Chief Executive Officer of the Company.

August 2011 - Present:

General Manager of LTH Logistics (Singapore) Pte Ltd, a subsidiary of Vibrant Group Limited. As its General Manager, he was responsible for the company's operational and financial health and primary driver of its long-term strategies. These included the development of its human capital and building a resilient organizational culture. He also acted as its principal contact for stakeholder relations and ensured that the company's vision aligned with the interests of the Group, its varied business partners and the broader community.

Shareholding interest in the listed issuer and its subsidiaries

No

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

Yes. Mr. Don Tang is the brother-in-law of Mr. Eric Khua Kian Keong, a controlling shareholder of the Group.

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)

Director of:

Nil

Present

Director of:

1. Freight Links Express Pte Ltd
2. FLE Shipping Line Pte Ltd
3. Crystal Freight Services Pte Ltd
4. Freight Links Express Airfreight Pte Ltd
5. GLE Integrated Pte Ltd
6. Piow Hong Pte Ltd
7. Flex Integrated Marketing Pte Ltd
8. Inspirion Digitech Pte Ltd
9. Freight Links Logistics Pte Ltd
10. Freight Links Express Archivers Pte Ltd
11. Freight Links Express Distripark Pte Ltd
12. Freight Links Express Logisticcentre Pte Ltd
13. Freight Links Express Distrihub Pte Ltd
14. Freight Links Express Logisticpark Pte Ltd
15. Hub & Port Services Pte Ltd
16. Crystal Freight Services Distripark Pte Ltd
17. Freight Links Properties Pte Ltd
18. Freight Links E-Logistics Technopark Pte Ltd
19. LTH Logistics (Singapore) Pte Ltd
20. Celestine Management Private Limited
21. Singapore Enterprises Private Limited
22. Vibrant Properties Pte Ltd
23. Shentoncil Pte Ltd
24. Vibrant DB2 Pte Ltd
25. Vibrant Pucheng Investment Pte Ltd
26. Vibrant Pucheng Pte Ltd
27. Vibrant Land Pte Ltd
28. Fervent IV Development Pte Ltd
29. Fervent V Development Pte Ltd
30. Vibrant Equities Pte Ltd

(Alternate director to Mr. Eric Khua Kian Keong)

31. Vibrant Pucheng Holdings Pte Ltd

(Alternate director to Mr Eric Khua Kian Keong)

32. Fair Breeze Trading Pte Ltd

33. Ececil Pte Ltd

34. Saujana Tiasa Sdn. Bhd.

35. Freight Links Express (Malaysia) Sdn. Bhd.

36. Freight Links Express (Penang) Sdn. Bhd.

37. Freight Links Express (Thailand) Co., Ltd.

38. Freight Links Express International Ltd

Information Required

Disclose the following matters concerning an appointment of director, chief executive officer, chief financial officer, chief operating officer, general manager or other officer of equivalent rank. If the answer to any question is "yes", full details must be given.

(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

(j) Whether he has ever, to his knowledge, been concerned with the management or conduct, in Singapore or elsewhere, of the affairs of:-

(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

(iv) any entity or business trust which has been investigated for a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere,

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

Disclosure applicable to the appointment of director only.

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. Don Tang will attend the requisite training on the roles and responsibilities of a director of a listed issuer as prescribed by the Exchange within 1 year from his appointment as a director of the Company.

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).

Not applicable.
