



26 December 2025

APPOINTMENT OF MR LIM SERH GHEE AS DIRECTOR

The Board of SIA Engineering Company Limited ("**SIAEC**" or the "**Company**") is pleased to announce the appointment of Mr Lim Serh Ghee as a Non-executive and Independent Director, and as a member of the Board Safety & Risk Committee and the Innovation & Technology Committee, with effect from 1 January 2026.

Mr Lim has been in the aerospace industry for four decades. He joined the Aerospace business of Singapore Technologies Engineering Ltd in 1984 and has held various senior management appointments before his retirement on 30 October 2021. He was President of ST Engineering Aerospace from 2014 to 2020, Group Chief Operating Officer from 2020 to 2021 and concurrently the Group Chief Commercial Officer in 2021. Mr Lim was instrumental in ST Engineering Aerospace's continued global growth, including the strategic move into original equipment manufacturing of aircraft engine nacelle systems and composite floor panels, as well as the further expansion of Passenger-to-Freighter conversion capabilities.

Mr Lim was previously a Director of AirAsia Aviation Group Limited, where he was the Chairman of the Board Safety Review Committee and the Board Risk Committee. He was also a member of the Board Audit Committee, the Nominating & Remuneration Committee and the Sustainability Committee.

Mr Lim holds a Master of Science degree in Aerospace Engineering from the University of Michigan and a Bachelor of Engineering (Mechanical Engineering) (Honours, Second Upper) degree from the National University of Singapore. He also attended the Programme for Management Development at Harvard Business School.