



## CHANGES TO THE COMPOSITION OF THE BOARD AND BOARD COMMITTEES

SATS Ltd. ("**SATS**" or the "**Company**") wishes to announce the following changes to the composition of the Board, the Remuneration and Human Resource Committee ("**RHRC**"), the Nominating Committee ("**NC**") and the Safety, Sustainability and Risk Committee ("**SSRC**") of the Company:

### **Retirement and Stepping Down of Directors**

Mr. Chia Kim Huat will retire as a Director of the Company in accordance with Article 90 of the Company's Constitution at the upcoming Annual General Meeting scheduled to take place in July 2025 ("**AGM**"). The appropriate notice of AGM ("**Notice of AGM**") will be published in due course. His retirement from the Board will be effective upon the conclusion of the AGM. As a result, Mr. Chia will also relinquish his roles as a member of the NC and the SSRC. Mr. Chia, who was initially appointed to the Board on 15 March 2017, has served as an Independent Director for more than 8 years.

Mr. Achal Agarwal will step down as a Director of the Company following the conclusion of the AGM, thereby ceasing his role as Chairperson of the RHRC. Mr. Agarwal, who was initially appointed to the Board on 1 September 2016, has served as an Independent Director for nearly 9 years.

The departure of Mr. Chia and Mr. Agarwal aligns with the Board's renewal process, recognising their respective long tenures of dedicated service. This renewal process adheres to the requirements under the Listing Manual of the Singapore Exchange Securities Trading Ltd, which encourages the periodic refreshment of the Board to maintain its effectiveness and independence.

The Board and Management extend their heartfelt gratitude to Mr. Chia and Mr. Agarwal for their invaluable contributions as non-executive independent Directors of the Company. Their unwavering commitment and insightful guidance have been instrumental to the Company's success. The Board and Management are appreciative of all of their contributions and wish them success in their future endeavours.

The details and declarations pertaining to Mr. Chia and Mr. Agarwal in accordance with the requirements of Rule 704(7) of the Listing Manual will be issued in separate announcements.

### **Composition of the Board**

Subject to the approval of shareholders on the re-election of the Directors to be set out in the Notice of AGM and following the conclusion of the AGM, the Board will comprise of the following members:

| <b>BOARD OF DIRECTORS</b> |  |
|---------------------------|--|
| Mr. Irving Tan            | Chairman - Independent and Non-Executive                     |
| Mr. Kerry Mok             | President and Chief Executive Officer and Executive Director |
| Ms. Vinita Bali           | Independent and Non-Executive                                |
| Ms. Chan Lai Fung         | Independent and Non-Executive                                |
| Mr. Eng Aik Meng          | Non-Independent and Non-Executive                            |
| Mr. Mak Swee Wah          | Independent and Non-Executive                                |
| Mrs. Deborah Ong          | Independent and Non-Executive                                |
| Mr. Pier Luigi Sigismondi | Independent and Non-Executive                                |
| Ms. Jessica Tan           | Independent and Non-Executive                                |

#### **Changes to the Board Committees**

Subject to the approval of shareholders on the re-election of the Directors to be set out in the Notice of AGM and following the conclusion of the AGM, the Board Committees will be reconstituted as follows:

1. Ms. Chan Lai Fung will be appointed as the Chairperson of the RHRC; and
2. Mr. Mak Swee Wah will be appointed as a member of the NC.

Accordingly, the respective compositions of the RHRC, NC and SSRC will be revised as follows:

| <b>RHRC</b>       |   |
|-------------------|---|
| Ms. Chan Lai Fung | Chairperson<br>Independent and Non-Executive Director |
| Mr. Irving Tan    | Member<br>Independent and Non-Executive Director      |
| Mr. Eng Aik Meng  | Member<br>Non-Independent and Non-Executive Director  |



| <b>NC</b>        |   |
|------------------|---|
| Ms. Jessica Tan  | Chairperson<br>Independent and Non-Executive Director |
| Mr. Irving Tan   | Member<br>Independent and Non-Executive Director      |
| Mr. Eng Aik Meng | Member<br>Non-Independent and Non-Executive Director  |
| Mr. Mak Swee Wah | Member<br>Independent and Non-Executive Director      |

| <b>SSRC</b>               |   |
|---------------------------|---|
| Ms. Vinita Bali           | Chairperson<br>Independent and Non-Executive Director |
| Mr. Mak Swee Wah          | Member<br>Independent and Non-Executive Director      |
| Mrs. Deborah Ong          | Member<br>Independent and Non-Executive Director      |
| Mr. Pier Luigi Sigismondi | Member<br>Independent and Non-Executive Director      |

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