



Media Release

For Immediate Release

StarHub Leadership Transition

Nikhil Eapen to step down at end-2026, Matthew Williams to be appointed as CEO-designate

Singapore, 24 June 2026 – StarHub is pleased to announce the appointment of Matthew Williams as CEO-designate with immediate effect, alongside his current appointments. Matt will succeed Nikhil Eapen as CEO on 1 January 2027 after Nikhil concludes his tenure at the end of the year.

Under Nikhil's stewardship during a period of significant transformation, StarHub evolved to a cloud-based, data-driven and digital core, achieved a leading position across key consumer segments in a hyper-competitive market, significantly scaled and repositioned its regional enterprise business, and executed a number of targeted acquisitions that have shaped StarHub into the company it is today.

Matt joined StarHub in May 2025 as Chief, Consumer Business Group, and was appointed Deputy CEO on 1 May 2026. He brings more than 30 years of experience in the telecommunications sector across Australia, New Zealand and Europe, where he developed strategy and led businesses in major, highly competitive markets. At StarHub, Matt has focused on delivering the best customer experiences in the industry and returning the consumer business to growth. Matt additionally leads the Small and Medium Enterprise segment and partners closely with the Enterprise Business Group. As Deputy CEO, he has led StarHub's network, technology and customer operations to uplift delivery across both consumer and enterprise businesses.

Nikhil said, "Over these past five and a half years, StarHub has become a strong, agile business. We are powerfully positioned for the next phase of the telco sector in Singapore, from our technology core to our consumer market leadership, to our accelerating regional enterprise platform, and most importantly our capable, highly motivated team.

"It has been my greatest honour to work with the team through our incredible journey together, serving our Singapore community. I am thrilled to hand the steering wheel over to Matt, who has worked closely with me over the past year and more, to take StarHub to the next level. I intend to work with Matt in the coming six months to ensure a seamless transition and maximise StarHub's market and strategic positioning as we enter 2027."

Matt said, "StarHub plays an essential role in connecting people, businesses and communities, and I am immensely proud to be part of that mission by serving as CEO. I am honoured and grateful for the trust that the Board has placed in me to lead our business, and excited to work with the Board and our team to build the next phase of StarHub through our people, technology and relentless focus on our customers.

STARHUB

StarHub Ltd | Reg No. 199802208C
67 Ubi Avenue 1, #03-01 Innovate @ Ubi, Singapore 408942



@STARHUB



"I believe strongly in StarHub and our potential to lead the industry in meeting our customers' needs, as we say, 'We Got You!'. I want to recognise Nikhil for his remarkable leadership of StarHub, transforming the business while navigating challenging market conditions, and thank him for his friendship, collaboration and support. Together with the team, we will achieve even greater milestones in our next chapter."

StarHub Chairman, Olivier Lim said, "The Board wishes to thank Nikhil for his leadership at StarHub through a period of significant dynamism in the telco sector. During this period, the Board and Nikhil worked closely together to attract and develop talent across StarHub."

"Succession planning is a continuous process and consistent with this approach, the CEO succession has been managed smoothly in line with Nikhil's own plans. The Board considered both internal and external candidates in the context of the business's future needs."

"Matt has proven to be a strong leader and contributor during his time at StarHub. His people and culture leadership, stakeholder management and strategy-to-execution capabilities, together with his extensive telco experience, make him an ideal successor to build on the progress achieved through the transformation and our longstanding challenger spirit. We thank both Nikhil and Matt for their partnership with the Board and look forward to StarHub's continued success under Matt's leadership."

-End-

About StarHub

StarHub is a leading homegrown Singapore company that delivers world-class communications, entertainment, and digital services. With our extensive fibre and wireless infrastructure and global partnerships, we bring to people, homes and enterprises quality mobile and fixed services, a broad suite of premium content, and a diverse range of communication solutions. We develop and deliver solutions incorporating artificial intelligence, cybersecurity, data analytics, Internet of Things, and robotics for corporate and government clients.

StarHub is committed to conducting our business sustainably and responsibly. StarHub is named among TIME's World's Most Sustainable Companies 2025 and ranked as the world's most sustainable wireless telecommunication provider on the Corporate Knights Global 100 (2025). StarHub also ranks 187 on the FORTUNE Southeast Asia 500 in 2025. Listed on the Singapore Exchange mainboard, StarHub is a component stock of the SGX iEdge Singapore Low Carbon Index, iEdge-OCBC Singapore Low Carbon Select 50 Capped Index; as well as the FTSE4Good Index series.

STARHUB

StarHub Ltd | Reg No. 199802208C
67 Ubi Avenue 1, #03-01 Innovate @ Ubi, Singapore 408942



For enquiries, please contact:

LIN Liangmin

Brand & Communications

StarHub Ltd

Office: (65) 9821 0840

Email: liangmin.lin@starhub.com

AKA Asia

Email: starhub@aka-asia.com

STARHUB

StarHub Ltd | Reg No. 199802208C
67 Ubi Avenue 1, #03-01 Innovate @ Ubi, Singapore 408942