SIA ENGINEERING COMPANY LAUNCHES CONTINUOUS IMPROVEMENT JOURNEY TO ENHANCE COMPETITIVENESS AND RESILIENCE

- Build on the success of Transformation Phase 2
  - Press ahead with Lean and Digitalisation
- Strengthen culture of Continuous Improvement
- Invest in workforce upskilling and reskilling, as well as enhance career progressions paths

SINGAPORE, 29 MAY 2023 – SIA Engineering Company Limited ("SIAEC" or the "Company") will be launching its Continuous Improvement journey today, following the successful conclusion of its two-year Transformation Phase 2 programme. The launch will be officiated by Minister for Transport and Minister-in-charge of Trade Relations Mr S Iswaran, who is the guest of honour.

With the tagline "Power Up Towards Excellence", the spirit of Continuous Improvement will be imbued in the corporate DNA as part of SIAEC's work culture.

The journey for Continuous Improvement builds on the success of Transformation Phase 2, which started in January 2021. Transformation Phase 2 had strengthened the Company's capabilities, created value for key stakeholders and boosted competitiveness. Over 150 initiatives were implemented across the Company, resulting in increased productivity and throughput, as well as achieving reduced turnaround time and operating costs.

Leveraging the strong foundation laid in Transformation Phase 2, SIAEC will continue to press ahead with Lean and Digitalisation by strengthening its Lean community and in-house digital units. The Company will also step-up investments in its workforce by upskilling and equipping them with the necessary skillsets and knowledge to excel in their roles. In addition, SIAEC will enhance the career progression paths of its technicians and engineers by sharpening their core competencies to meet evolving requirements. This also serves to contribute toward employee experience and professional growth.

"To unlock the full potential of our staff, it is imperative for us to build a robust and sustainable culture of continuous improvement. SIAEC will adopt a more ground-up approach, where leaders will promote collaboration and adopt a "test & learn" mindset. We will also work on cultivating a culture of ownership and commitment, empowering our staff to take the initiative and find effective solutions in their daily work. Additionally, we aim to nurture an environment where providing suggestions for improvement will be a norm and staff will continuously look for opportunities to learn and grow," said SIAEC Chief Executive Officer, Mr Ng Chin Hwee.

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About SIA Engineering Company
(Company Registration No. 198201025C)
www.siaec.com.sg

SIA Engineering Company (SIAEC) is a major provider of aircraft maintenance, repair and overhaul (MRO) services in Asia-Pacific. SIAEC has a client base of more than 80 international carriers and aerospace equipment manufacturers. It provides line maintenance services at more than 25 airports in 7 countries, as well as airframe, engine and component services on some of the most advanced and widely used commercial aircraft in the world.

The 22 subsidiaries and joint ventures with original equipment manufacturers and strategic partners in Singapore, Hong Kong, Indonesia, Japan, Malaysia, Philippines, the United States of America and Vietnam increase the depth and breadth of the Company's service offerings. SIAEC has approvals from 29 national aviation regulatory authorities to provide MRO services for aircraft registered in the United States of America, Europe, China and other countries.

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Annex: Continuous Improvement Initiatives Undertaken by SIAEC

Some of the key initiatives undertaken by SIAEC in Phase 2 that will transit to the Continuous Improvement journey:

- Digital initiative eLITE at Line Maintenance Division, which encompasses 4 applications to improve productivity:
    - Joint Planning Platform (JPP): Improves ease of planning and situational awareness.
    - Electronic Document and Capacity Optimiser (EDCO): Provides streamlined workflow and on-the go access to paperwork.
    - Enhanced Operations Control Centre (EOCC): Optimises work allocation and execution.
    - Smart MX: One-stop mobile app for engineers to access information on-the-go.
- Introduction of Seat Track Inspection robot to reduce time taken to inspect seat tracks and enables collection of visuals for data analytics. This will reduce staff fatigue and reduce manhours required for the inspection.
- Introduction of Engine Robotic Inspection to standardise imaging of Engines using automation and AI for inspection. This will save us at least 360 manhours annually for imaging record keeping of the engines and also allow the use of AI for consistent quality and inventory checks.
- Line Maintenance Lean Project for Flight Handling which will lead to an increase in productivity for staff and additional capacity to handle more transit activities.
- Dual-trade Technician Conversion programme enabling technicians to work on both avionics and mechanicals maintenance tasks. A higher-skilled workforce leads to higher levels of productivity.
- The Licensed Aircraft Engineer (LAE) Development Programme enables aspiring LAEs to expand their knowledge of the business by participating in core business activities, key projects and initiatives as well as develop their leadership and business acumen through the acquisition of diverse skills.