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SATS STRENGTHENS LEADERSHIP TEAM TO DRIVE INTEGRATED GLOBAL OPERATIONS AND SYNERGIES

- *Appointment of Chief Human Capital Officer and Chief Operating Officer*
- *Gateway Services to be driven by three Regional CEOs*
- *Food Solutions ("FS") Group to be helmed by CEO (FS)*

Singapore, 15 June 2023 – SATS Ltd. ("**SATS**") has announced a streamlined organisational structure and new key executive appointments. The changes are designed to align the leadership team and enhance the Group's ability to leverage combined benefits and capabilities across the globe.

SATS will adopt a global model for operating and managing its gateway services business lines, with three experienced business leaders and industry veterans helming their respective regions. Bob Chi, CEO Gateway Services, SATS, will lead the Singapore hub and all SATS Gateway Services' subsidiaries and associates within Asia and the Middle East, including WFS businesses in Hong Kong and Singapore. John Batten, CEO EMEA WFS, will lead all WFS operations in Europe, Africa, Thailand, and India. Mike Simpson, CEO Americas WFS, will continue to oversee all WFS operations in the USA, Canada, and Brazil.

For the food business, Stanley Goh, CEO of SATS Food Solutions, will lead all SATS' food solutions businesses across Singapore, China, India, Thailand, Japan, and the UK.

SATS is also announcing two key executive appointments as we transition into a global company.

Tan Chee-Wei has joined SATS as the Chief Human Capital Officer ("**CHCO**"). Chee-Wei was the Vice President, Human Resources for Northeast & Southeast Asia and Global Lubricants at Shell, where she served as a strategic HR business partner to Shell Lubricants globally, overseeing over 5,000 sales, marketing, and supply chain professionals across 100 countries in four regions. In her role as CHCO, Chee-Wei will oversee all aspects of our Group's global human capital strategy including business partnering, talent acquisition, employee relations and culture, rewards and organisational development.

Henry Low, currently Global Head of Special Projects, will assume the role of Chief Operating Officer ("**COO**") commencing 1st July 2023. He will be responsible for key corporate functions including Technology, Data & Analytics, Operational Excellence, Safety, Risk Management and Integration Management. Consolidating these functions under one leader will ensure a cohesive approach to driving operational excellence, while enabling the Group to leverage technology and data to adapt, innovate and create new solutions for our customers.



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SATS President and Chief Executive Officer, Kerry Mok, said: *“The changes in the organisational structure and leadership is an expression of SATS’ transition into a global company. This will facilitate management alignment, enhance coordination, and leverage the Group’s combined capabilities across the globe. This will help us to accelerate our delivery on commercial and operational excellence synergies and better serve our customers.”*

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About SATS Ltd.

SATS Ltd. (SATS) is a global leader in gateway services and Asia's preeminent provider of food solutions. Using innovative food technologies and resilient supply chains, we create tasty, quality food in sustainable ways for airlines, foodservice chains, retailers and institutions. With heartfelt service and advanced technology, we connect people, businesses and communities seamlessly through our comprehensive gateway services for customers such as airlines, cruise lines, freight forwarders, postal services and eCommerce companies.

Fulfilling our purpose to feed and connect communities, SATS delights customers in over 201 locations and 23 countries across the Asia Pacific, UK, Europe, the Middle East and the Americas. SATS has been listed on the Singapore Exchange since May 2000. For more information, please visit www.sats.com.sg.

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