

EXECUTIVE MANAGEMENT



01. Bob Chi
Senior Vice President, Sales and Marketing

02. Denis Marie
Senior Vice President, Apron Services and Security Services

03. Nazri Othman
Senior Vice President, Passenger Services

04. Goh Siang Han
Chief Operating Officer, Singapore Food Solutions

05. Pauline Tan
Senior Vice President, Technology

06. Yacoob Piperdi
Executive Vice President, Gateway Services

07. Prema Subramaniam
Senior Vice President, Legal and Secretariat, General Counsel and Company Secretary

08. Albert Pozo
Chief Digital Officer

09. Wong Chee Meng
Senior Vice President, Cargo Services

10. Alvin Foh
Senior Vice President, Food Solutions, China

11. Tan Chuan Lye
Chairman, Food Solutions

12. Manfred Seah
Chief Financial Officer

13. Tan Li Lian
Senior Vice President, Human Capital

14. Alex Hungate
President and Chief Executive Officer

15. Helen Chan
Senior Vice President, Integrated Supply Chain

16. Eugene Cheng
Executive Vice President, Group Services

17. Thomas Ching
Senior Vice President, Institutional Catering

EXECUTIVE MANAGEMENT

ALEXANDER CHARLES HUNGATE

Mr Hungate is the President and Chief Executive Officer of SATS, with overall responsibility for leading the SATS Group. He is a Board Director and a member of the Board Executive Committee. Mr Hungate joined SATS as Executive Director in July 2013 and assumed his current role on 1 January 2014.

Prior to that, Mr Hungate was the Chief Executive Officer of HSBC Singapore. He joined HSBC in 2007 as Group Managing Director of Personal Financial Services and Marketing, based in London. With over 25 years of global leadership experience, Mr Hungate also served as the Managing Director, Asia Pacific for Reuters, based in Hong Kong, and Co-Chief Executive Officer, Americas and Global Chief Marketing Officer for Reuters, based in New York.

Mr Hungate first joined the SATS board as an Independent Director in July 2011.

He is currently an Independent Director of United Overseas Bank (UOB) Limited and a Board Member of the Singapore Economic Development Board (EDB).

Mr Hungate holds a Masters degree in Engineering, Economics and Management from Oxford University and graduated as a Baker Scholar from the Master of Business Administration (MBA) programme at Harvard.

TAN CHUAN LYE

Mr Tan is the Chairman, Food Solutions of SATS since January 2014. Prior to this, he was its President and Chief Executive Officer from April 2012 to December 2013.

Mr Tan joined SATS in May 1976. In a career spanning over 40 years, he has held managerial positions in SIA Ground Services and SATS Airport Services Pte Ltd, and was responsible for both SIA's and SATS' Changi Airport Terminal 2 operations. He was SATS' Executive Vice President, Food Solutions from October 2009 to March 2012, overseeing and growing its aviation and non-aviation food businesses.

Mr Tan is the Chairman of SATS Food Services Pte. Ltd., SFI Manufacturing Private Limited, and SATS Delaware North Pte. Ltd.

Mr Tan sits on various Boards of SATS' subsidiaries and associate companies. He graduated from the University of Singapore with a Bachelor of Social Science (Honours) degree, majoring in Economics.

secretarial, insurance, health, safety and security divisions. He was concurrently the Managing Director of IMC's Marine & Offshore Engineering Group, where he had overall responsibility for strategy and business development, as well as resource planning to achieve the Company's strategic, business and financial objectives.

Mr Cheng brings with him many years of professional experience spanning strategic and financial corporate leadership, investment banking advisory as well as accounting. He was previously the Group Chief Financial Officer of Ezra Holdings Limited. Mr Cheng has also worked in investment banks that include JP Morgan and Citigroup (formerly Salomon Smith Barney) and accounting firm Arthur Anderson.

Mr Cheng graduated from Nanyang Technological University with a Bachelor of Accountancy (First Class Honours) and a Master of Accountancy degree. He has published papers in renowned accounting and financial journals.

EUGENE CHENG CHEE MUN

Mr Cheng is SATS' Executive Vice President, Group Services. He joined SATS in May 2017, and oversees the Group's business development, strategic investments and mergers and acquisitions, corporate strategy, legal and secretariat, risk and safety as well as corporate admin and support services functions. He is responsible for working closely with SATS' business units and leading the acceleration of its strategy of feeding and connecting Asia.

Prior to this, Mr Cheng was the Chief Corporate Officer of IMC Industrial Group where he led its business planning, controllership, financial management, process management, legal, corporate

YACOOB BIN AHMED PIPERDI

Mr Piperdi is SATS' Executive Vice President, Gateway Services since January 2014. Prior to this, he was its Executive Vice President, Food Solutions.

Mr Piperdi joined SATS in April 1981. He has assumed various positions including Senior Vice President, Cargo Services; Vice President, Apron Services; Vice President, Cargo Services; and Vice President, Inflight Catering Centre 2. He also held other managerial positions in apron and baggage, passenger services, marketing, and SIA Ground Services, where he was responsible for network procedures and ground handling contracts. During his terms in Food Solutions

and Gateway Services, he spearheaded the Group's entry into the sports catering, cruise terminal management and inflight duty-free and duty-paid retail sales businesses.

Mr Piperdi sits on various Boards of SATS' subsidiaries and associate companies. He is the Chairman of DFASS SATS Pte. Ltd., Chairman of SATS-Creuers Cruise Services Pte. Ltd. and the Vice President Commissioner of PT Jasa Angkasa Semesta Tbk. Mr Piperdi is a member of Saudi Arabia's Private Sector Logistics Advisory Team.

He graduated from the National University of Singapore with a Bachelor of Arts (Honours) degree, majoring in English.

ALBERT POZO HERNANDEZ

Mr Pozo joined SATS as Chief Digital Officer on 2 May 2018 to spearhead the digital transformation of the Group's products, processes, and technology in order to achieve productivity gains and innovate new services.

Prior to this, Mr Pozo was President of Amadeus Asia Pacific, responsible for leading over 4,000 employees in the region and generating EUR 700 million revenues. Mr Pozo first joined Amadeus in 1993 and has held a variety of roles including Vice President, Global Customer Group, Managing Director of Amadeus Germany, Director of Product Marketing, Senior Manager, Airlines Sales and Direction. Prior to Amadeus, Mr Pozo worked for Swissair for five years.

Mr Pozo holds an Honours degree in Linguistics from Universitat Autònoma de Barcelona, and has also completed executive programmes at INSEAD and the University of St Gallen.

MANFRED SEAH KOK KHONG

Mr Seah joined SATS as Chief Financial Officer in September 2017. He oversees the finance, treasury and insurance, investor relations, public affairs and branding functions of the Group.

Mr Seah has over 25 years of investment banking, direct investments and financial management experience. He has held senior leadership roles in corporate finance, investment management and has conducted corporate advisory and mergers and acquisitions activities in Asia.

Before joining SATS, Mr Seah was the Chief Financial Officer of SMRT Corporation Ltd, where he was primarily responsible for driving changes to the business and financing structure of the Group. At SMRT, Mr Seah led a special task force that developed and facilitated the transition of SMRT Trains Limited to the new rail financing framework, and managed the subsequent privatisation of SMRT by Temasek Holdings in 2016.

Mr Seah sits on various Boards of SATS' subsidiaries. Mr Seah graduated with a Bachelor of Science (First Class Honours) in Mathematics from Queen Mary College, University of London and obtained his Masters degree in Business Administration from the London Business School. He was professionally trained in London, where he qualified as a Chartered Accountant, and has been conferred an Advanced Diploma in Corporate Finance (CF) and a Fellow of the Institute of Chartered Accountants in England and Wales (FCA).

HELEN CHAN YIN FOONG

Ms Chan is SATS' Senior Vice President of Integrated Supply Chain since January 2018. She is responsible for driving the integration

and digitisation strategy of SATS' supply chain. She joined the company in August 2011 as Group Financial Controller and was promoted to Senior Vice President of Finance in October 2013 where she managed both the corporate and regional finance functions of the Group. Ms Chan was also the Acting Chief Financial Officer of SATS from December 2016 to August 2017.

Ms Chan has more than 20 years of experience in the field of Finance. Prior to joining SATS, she was the Finance Director of NCS Pte Ltd and the Financial Controller of Singapore Computer Systems Limited.

Ms Chan sits on the Board of a SATS' subsidiary. She graduated from the National University of Singapore with a Bachelor's degree in Accountancy. She is a Chartered Accountant (Singapore) and a member of the Institute of Singapore Chartered Accountants.

BOB CHI CHENG BOCK

Mr Chi is the Senior Vice President, Sales and Marketing of SATS. He joined SATS in August 1988 and was promoted to his current position in January 2016. He is responsible for airline network marketing and the management of key accounts and ground handling contracts in Singapore.

Prior to this position, he was Chief Executive Officer of SATS-Creuers Cruise Services Pte. Ltd., where he was responsible for the management of the cruise terminal at Marina Bay Cruise Centre Singapore.

Mr Chi has held other executive and managerial positions in SATS, where he served in various capacities in cargo, marketing as well as catering services. He was instrumental in setting up SATS Asia-Pacific Star Private Limited, a wholly-owned

EXECUTIVE MANAGEMENT

subsidiary of SATS which provides ground handling and inflight catering services to low-cost carriers at Singapore Changi Airport.

Mr Chi holds a Masters degree in Business Administration from Leicester University and graduated as a Public Services Scholar from the National University of Malaysia (UKM).

leadership positions in SATS' overseas joint ventures in China, India and Indonesia.

Mr Foh sits on various Boards of SATS' subsidiaries and associate companies. He graduated from the National University of Singapore with a Bachelor of Engineering degree.

Before joining SATS, he held senior positions in training and security management, including the appointment as Deputy Assistant Commissioner with CISCO.

Mr Marie sits on various Boards of SATS' subsidiaries. He graduated from the Oklahoma City University in the US with a Bachelor of Science degree, majoring in Business Administration.

THOMAS CHING CHUN FOONG

Mr Ching is the Senior Vice President, Institutional Catering of SATS since June 2015. Prior to this, he was SATS' Vice President, Catering Marketing and was responsible for expanding the customer base of its aviation catering business.

Mr Ching joined SATS in March 1992, starting his career in its subsidiary, SATS Aero Laundry Pte. Ltd. He held various managerial positions and was responsible for managing its operations and growing its aviation and non-aviation customer base.

Mr Ching sits on various Boards of SATS' subsidiaries. He graduated from the National University of Singapore with a Bachelor of Business Administration degree.

GOH SIANG HAN

Mr Goh is the Chief Operating Officer, Singapore Food Solutions of SATS. He was promoted to his current position in April 2018 and oversees all of SATS' food businesses in Singapore. He joined SATS in January 1991 and held the position as Senior Vice President, Inflight Catering from July 2014 to March 2018.

Prior to this, Mr Goh has assumed various positions in passenger services, ramp handling, baggage services and human capital.

Mr Goh sits on various Boards of SATS' subsidiaries and associate companies. He graduated from the National University of Singapore with a Bachelor of Business Administration (Honours) degree.

NAZRI BIN OTHMAN

Mr Othman is the Senior Vice President, Passenger Services of SATS since June 2015. Prior to this, he was seconded to PT Jasa Angkasa Semesta Tbk from July 2004 to May 2015, where he held the position of Vice President Director and Chief Operating Officer.

Mr Othman joined SATS in July 1994 and took on various positions in baggage and apron transport, passenger services, and cargo services.

Mr Othman sits on various Boards of SATS' subsidiaries and he is also a member in the Board of Commissioner of PT Jasa Angkasa Semesta Tbk. He graduated from the National University of Singapore with a Bachelor of Social Science (Honours) degree, majoring in Sociology.

FOH CHI DONG (ALVIN)

Mr Foh is SATS' Senior Vice President of Food Solutions, China, where he oversees the operations of SATS Yihai Kerry Kunshan Food Co., Ltd., a subsidiary specialising in supplying high quality and safe food to the growing Chinese middle class population. He is responsible for the setup of the first central kitchen in Kunshan, and its subsequent expansion into the major cities in China.

Mr Foh joined SATS in July 2000 and has assumed various senior

DENIS SURESH KUMAR MARIE

Mr Marie is the Senior Vice President, Apron Services of SATS since June 2012. He concurrently oversees the operations of SATS Security Services Private Limited.

Prior to this, he was Senior Vice President, Passenger Services. He joined SATS in October 2001 as General Manager of SATS Security Services. Mr Marie has a wealth of experience in security and law enforcement.

PREMA D/O K SUBRAMANIAM

Ms Subramaniam is SATS' General Counsel and Senior Vice President, Legal and Secretariat since July 2012. She is concurrently the Company Secretary of SATS and its various subsidiaries. She is responsible for legal and corporate secretarial affairs and supports the Board of Directors and the various Board Committees in ensuring that all legal, corporate governance and regulatory matters are in compliance with the Listing

Manual of the Singapore Exchange Securities Trading Limited as well as the Companies Act.

Ms Subramaniam brings with her a wealth of experience in the legal and corporate secretarial fields. She was formerly the General Counsel of Fortis Healthcare International Pte Limited; Vice President, Corporate Secretariat & Legal of SMRT Corporation Ltd; and Vice President, Legal of ST Engineering Land Systems Ltd.

Ms Subramaniam sits on various Boards of SATS' subsidiaries. She graduated from the National University of Singapore with a Bachelor of Laws (Honours) degree and is a member of the Singapore Academy of Law.

TAN LI LIAN

Ms Tan is the Senior Vice President, Human Capital of SATS. She joined the company in August 2010 as Vice President, Human Capital and was promoted to her current position in April 2012.

Ms Tan leads the Human Capital team in talent attraction and resource planning, rewards and performance management, human capital development, employee relations, organisation development and all other human capital related programmes across the SATS Group.

Before joining SATS, Ms Tan held various senior Human Capital appointments in KPMG Consulting Asia Pacific, Singapore Computer Systems Limited and Singapore Telecommunications Ltd. Ms Tan has a wealth of experience in the field of human capital and is currently the Treasurer in the Human Capital Board of Singapore. She is a member of Singapore's Institute of Technical Education's Business & Services Academic Advisory Committee and was a recipient of

the SHRI Leading HR Leader Award in 2015.

Ms Tan sits on the Board of a SATS' subsidiary. She graduated from Texas A&M University with a Bachelor's degree in Business Administration, majoring in Finance.

PAULINE TAN POH LIN

Ms Tan is SATS' Senior Vice President, Technology since August 2014. She is responsible for creating solutions to realise the Group's strategy through the delivery of the technology roadmap for SATS which includes process and product innovation.

Prior to this, Ms Tan was Senior Vice President, Group Information Technology of Neptune Orient Lines Limited and Senior Director at the Infocomm Development Authority of Singapore.

She graduated from the National University of Singapore with a Bachelor of Science degree.

WONG CHEE MENG

Mr Wong is SATS' Senior Vice President, Cargo Services since April 2015. Prior to this, he was Senior Vice President of Company Planning and Projects.

Mr Wong joined SATS in April 1989 and has assumed various positions in catering, human capital and airport services. In January 2011, he was seconded to SATS' subsidiary, TFK Corporation, as its Executive Vice President and Representative Director, overseeing its inflight catering operations in Narita and Haneda airports. He was also previously posted to Beijing Airport Inflight Kitchen Ltd and Air Macau.

Mr Wong sits on various Boards of SATS' subsidiaries and associate companies. He graduated from the University of Singapore with a Bachelor of Science (Honours) degree, majoring in Building.