

3rd July 2025

Mr. Renuka Wijayawardhana
Chief Regulatory Officer
Colombo Stock Exchange
World Trade Centre
Echelon Square
Colombo 01.

Dear Sir

SOFTLOGIC HOLDINGS PLC - NEW APPOINTMENTS

Pursuant to Section 8 of the Listing Rules, the Softlogic Group is pleased to announce the appointments of Mr. Kong Leong Chan as Advisor to Chairman; Mr. Terry O'Connor, OBE as Chief Executive Officer of Odel PLC & Strategic Advisor to Chairman on Retail Sector and Mr. Sid Solanki as Chief Executive Officer - Leisure Sector and Group Asset Management.

Mr. Kong Leong Chan – Advisor to Chairman

Kong Leong Chan is an accomplished business leader with nearly 30 years of hands-on experience driving performance and transformation across large-scale operations, diverse teams, and complex markets. His proven track record spans multiple industries and geographies, consistently delivering substantial shareholder value through strategic leadership, operational excellence, and innovation.

As Regional Chief Executive Officer of the Shangri-La Group, Kong Leong oversaw a US\$1.5 billion business across 32 cities in 21 countries. During the unprecedented disruption of the COVID-19, he demonstrated entrepreneurial agility and deep cross-functional expertise - across F&B, marketing, HR, sales, product development, technology, and operations, empowering his teams to pivot swiftly and emerge more resilient.

Previously, as CEO of Suntec REIT, he led the successful turnaround of Suntec City Mall, which achieved the highest footfall and tenant sales growth among listed REITs. Equity analysts credited him as the "catalyst for change and improvement." Under his leadership, Suntec REIT's unit price reached an all-time high of S\$2.25 – a record that remains unsurpassed. He concurrently served as Group Chief Digital Officer of ARA Group, where he spearheaded enterprise-wide digital transformation, driving innovation and adoption across business units.

At CapitaLand, Kong Leong held both operational and strategic leadership roles. As Regional General Manager for West China, he led the firm's largest China-based investment, managing a portfolio of retail, office, and hospitality assets. Key milestones under his leadership include the successful opening of several large-scale developments, such as the 0.8 million sq ft Raffles City Chengdu, 1.1 million sq ft CapitaMall Jinniu Phase 2, 0.65 million sq ft CapitaMall Meilicheng Phase 2, and the 2.1 million sq ft CapitaMall Tianfu integrated development.

Kong Leong holds the Chartered Financial Analyst (CFA) designation and graduated with First Class Honours in Building from the National University of Singapore, where he received multiple academic awards. He is a Senior Accredited Director with the Singapore Institute of Directors.

Mr. Terry O'Connor, OBE – Chief Executive Officer of Odel PLC & Strategic Advisor to Chairman on Retail Sector

Terry O'Connor is a seasoned CEO with a successful track record in leading major retail operations in Southeast Asia. Starting his career in various buying roles with Colorvision PLC, he helped the chain grow from 12 to 92 stores.

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His tenure at Courts PLC saw him leading a significant expansion into the electrical retail market in Singapore and launching the brand's retail IT business. After the demise of the parent company, he led a private equity partnered buyout of COURTS' Asian operations, later facilitating a change in ownership to Nojima Corporation. Under his leadership, COURTS became a leading retailer with over 70 stores in Singapore, Malaysia, and Indonesia, known for its unique consumer credit skill set and omni-channel presence.

As CEO of Matahari Department Stores, Terry transformed the brand, its merchandise ranges, and digital capabilities, successfully navigating the challenges of Covid and fostering a progressive, people-first culture.

Mr. Sid Solanki - Chief Executive Officer, Leisure Sector and Group Asset Management

Sid Solanki is a seasoned executive with over two decades of leadership experience across premier hospitality and retail brands in Asia. Currently serving as CEO – Leisure and Group Asset Head at Softlogic Group, Sri Lanka's he oversees operations spanning our malls / outlets and our hotels namely – NH Colombo and Bentota.

Previously, as Centre Director at One Galle Face (Shangri-La), Sri Lanka's largest integrated development, Sid led strategic repositioning of High end Commercial offices and Luxury Residences and tenant mix optimization of the mall earning national recognition for excellence in retail.

His earlier roles include Director of Sales & Marketing at Shangri-La Yangon and EAM – Sales & Marketing at Hilton Seoul, all mixed-use development projects.

Sid holds an MBA in Marketing, Bachelor of accounting and has completed executive programs from Cornell. His career reflects a strong track record in driving commercial performance, brand elevation, and asset value across diverse markets across Asia.

The introduction of the high-powered senior appointments, signals Softlogic's aggressive pursuit to revamp its retail sector and proactive approach to refining its retail management processes, operation of the ODEL Mall, focusing on strategic planning that aligns with broader industry trends thereon to optimise the value of the Group's assets, its brand, its strength in the partnerships and unlock new revenue-generation opportunities and markets.

Their expertise will play a pivotal role in shaping and enhancing Softlogic's retail sector strategies, re-engineering synergies within the untapped potential of the Group and to capitalize on it while also exploring broader applications within this rapidly growing segment of the market.

Yours faithfully,

SOFTLOGIC HOLDINGS PLC



Ashok Pathirage
Chairman/Managing Director