

Change - Announcement of Appointment::Appointment of Mr Paul William Coutts as Group Chief Executive Officer and Director

Issuer & Securities

Issuer/ Manager	SINGAPORE POST LIMITED
Securities	SINGAPORE POST LIMITED - SG1N89910219 - S08
Stapled Security	No

Announcement Details

Announcement Title	Change - Announcement of Appointment
Date & Time of Broadcast	29-Dec-2016 17:51:41
Status	New
Announcement Sub Title	Appointment of Mr Paul William Coutts as Group Chief Executive Officer and Director
Announcement Reference	SG161229OTHR4BEK
Submitted By (Co./ Ind. Name)	Genevieve Tan McCully (Mrs)
Designation	Group Company Secretary
Description (Please provide a detailed description of the event in the box below)	Appointment of Mr Paul William Coutts as Group Chief Executive Officer and Executive, Non-Independent Director of Singapore Post Limited.

Additional Details

Date Of Appointment	01/06/2017
Name Of Person	Paul William Coutts
Age	60
Country Of Principal Residence	Singapore
The Board's comments on this appointment (including rationale, selection criteria, and the search and nomination process)	<p>The Board established a Search Committee to support the Board and lead the process of recruiting a new Group CEO. A Search Firm was appointed and a global search conducted against a profile of the required leadership skills and commercial experience. The Search Firm also assisted the Search Committee in the evaluation of candidates and in taking references.</p> <p>After a thorough process and having considered Mr Coutts's leadership skills, commercial experience and expertise in global logistics, the Board unanimously approved the appointment of Mr Coutts as Group Chief Executive Officer and Executive, Non-Independent Director.</p>
Whether appointment is executive, and if so, the area of responsibility	Executive
Job Title (e.g. Lead ID, AC Chairman, AC Member etc.)	Group Chief Executive Officer and Executive, Non-Independent Director
Familial relationship with any director and/ or substantial shareholder of the listed issuer or of any of its principal subsidiaries	Nil
Conflict of interests (including any competing business)	Nil
	<p>February 2013 - Present Toll Global Forwarding Chief Executive Officer (Based in Singapore)</p> <p>August 2009 - January 2013 Toll Global Forwarding Global Products, Marketing and Sales Director (COO) (Based in Singapore)</p>

Working experience and occupation(s) during the past 10 years	<p>January 2007 - August 2009 DPWN Managing Director, Marketing and Sales, Europe, DHL Express (Based in Brussels, Belgium)</p> <p>April 2006 - December 2006 DPWN Chief Executive Officer, DHL Global Mail - Europe (Based in Bonn, Germany) Chief Executive Officer</p>
Undertaking submitted to the listed issuer in the form of Appendix 7.7 (Listing Rule 704(7)) Or Appendix 7H (Catalist Rule 704(6))	Yes
Shareholding interest in the listed issuer and its subsidiaries?	No
# These fields are not applicable for announcements of appointments pursuant to Listing Rule 704 (9) or Catalist Rule 704 (8).	
Past (for the last 5 years)	Please refer to attached Appendix A.
Present	Please refer to attached Appendix B.
(a) Whether at any time during the last 10 years, an application or a petition under any bankruptcy law of any jurisdiction was filed against him or against a partnership of which he was a partner at the time when he was a partner or at any time within 2 years from the date he ceased to be a partner?	No
(b) Whether at any time during the last 10 years, an application or a petition under any law of any jurisdiction was filed against an entity (not being a partnership) of which he was a director or an equivalent person or a key executive, at the time when he was a director or an equivalent person or a key executive of that entity or at any time within 2 years from the date he ceased to be a director or an equivalent person or a key executive of that entity, for the winding up or dissolution of that entity or, where that entity is the trustee of a business trust, that business trust, on the ground of insolvency?	No
(c) Whether there is any unsatisfied judgment against him?	No
(d) Whether he has ever been convicted of any offence, in Singapore or elsewhere, involving fraud or dishonesty which is punishable with imprisonment, or has been the subject of any criminal proceedings (including any pending criminal proceedings of which he is aware) for such purpose?	No
(e) Whether he has ever been convicted of any offence, in Singapore or elsewhere, involving a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, or has been the subject of any criminal proceedings (including any pending criminal proceedings of which he is aware) for such breach?	No
(f) Whether at any time during the last 10 years, judgment has been entered against him in any civil proceedings in Singapore or elsewhere involving a breach of any law or	

regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, or a finding of fraud, misrepresentation or dishonesty on his part, or he has been the subject of any civil proceedings (including any pending civil proceedings of which he is aware) involving an allegation of fraud, misrepresentation or dishonesty on his part?	No
(g) Whether he has ever been convicted in Singapore or elsewhere of any offence in connection with the formation or management of any entity or business trust?	No
(h) Whether he has ever been disqualified from acting as a director or an equivalent person of any entity (including the trustee of a business trust), or from taking part directly or indirectly in the management of any entity or business trust?	No
(i) Whether he has ever been the subject of any order, judgment or ruling of any court, tribunal or governmental body, permanently or temporarily enjoining him from engaging in any type of business practice or activity?	No
(j) Whether he has ever, to his knowledge, been concerned with the management or conduct, in Singapore or elsewhere, of the affairs of :-	
(i) any corporation which has been investigated for a breach of any law or regulatory requirement governing corporations in Singapore or elsewhere; or	No
(ii) any entity (not being a corporation) which has been investigated for a breach of any law or regulatory requirement governing such entities in Singapore or elsewhere; or	No
(iii) any business trust which has been investigated for a breach of any law or regulatory requirement governing business trusts in Singapore or elsewhere; or	No
(iv) any entity or business trust which has been investigated for a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, in connection with any matter occurring or arising during that period when he was so concerned with the entity or business trust?	No
(k) Whether he has been the subject of any current or past investigation or disciplinary proceedings, or has been reprimanded or issued any warning, by the Monetary Authority of Singapore or any other regulatory authority, exchange, professional body or government agency, whether in Singapore or elsewhere?	No
Any prior experience as a director of a listed company?	No
If No, Please provide details of any training undertaken in the roles and responsibilities of a director of a listed company	SingPost Directors, upon appointment, are advised of the directors' duties and obligations and compliance under the relevant statutes and the SGX-ST Listing Manual. The Company will also arrange for relevant trainings for Mr Coutts, as and when necessary.
Attachments	Appendix A - Past Directorships.pdf

 [Appendix B - Present Directorships.pdf](#)

 [Press Release.pdf](#)

Total size =278K



Share

0



0



Mr Paul William Coutts – Other Directorships

Past (for the last 5 years)

Summit Logistics International (SCM HK) Ltd

Zimbery Limited

Toll Prima (UK) Ltd

Mr Paul William Coutts – Other Directorships

Present

Gluck Pty Ltd
Toll Global Forwarding Pty Ltd
Toll Global Forwarding Ltd.
Toll Global Forwarding Holdings Ltd.
BALtrans International Cargo Ltd.
BALtrans International Special Freight Limited
BALtrans Logistics (Shanghai) Ltd.
Seamaster Global Forwarding (Shanghai) Ltd.
Summit Logistics International (Shanghai) Ltd.
Toll Global Forwarding (Beijing) Ltd
Toll Global Forwarding (Shenzhen) Ltd.
Toll Global Forwarding (Germany) GmbH
AMI Asia HK Ltd.
BALtrans Exhibition & Removal Ltd.
BALtrans Logistics Ltd.
Genesis Forwarding Services HK Holdings Ltd.
Genesis Forwarding Services HK Ltd.
Marigold Logistics Limited
Mather & Platt (Engineering) Ltd.
Seamaster Global Forwarding (HK) Ltd
Summit Logistics International Holdings (HK) Ltd.
Supreme Logistics (Hong Kong) Ltd.
Toll Global Forwarding (Hong Kong) Ltd.
Toll Global Forwarding (Middle East) Ltd
Toll Global Forwarding (India) Private Ltd.
Toll Global Forwarding (Ireland) Ltd.
Toll Global Forwarding Italia S.p.A.

Mr Paul William Coutts – Other Directorships

Present

Tol Exhibition Logistics (Macau) Ltd
Toll Global Forwarding (Malaysia) Sdn Bhd
Toll Global Forwarding (Netherlands) B.V.
Toll Global Forwarding Cooperatief U.A.
Toll Global Forwarding (Singapore) Pte. Limited
Toll Global Forwarding Holdings (SA) (Pty) Ltd.
Toll Investment (Private) Ltd
Zimberly Investment Lanka (Private) Ltd.
Toll Global Forwarding AB
Toll Global Forwarding Holdings AB
Toll Global Forwarding (Switzerland) AG
Toll Global Forwarding (Taiwan) Ltd.
Toll Global Forwarding (Thailand) Ltd
Toll Global Forwarding Turkey Nakliyat Anonim Sirketi
Genesis Forwarding Group Ltd.
Genesis Forwarding Property Services Ltd.
Genesis Forwarding Services Ltd.
TGF Unique Ltd.
Toll Global Forwarding (UK) Ltd.
Toll Global Forwarding Group (UK) Ltd
Toll Group (UK) Ltd.
Toll Investments (NA) Ltd.
Toll Investments (UK) Ltd.
Toll Perishables (UK) Ltd
Toll Supply Chain Solutions (UK) Ltd.
TS Container Line Ltd.
W.T. Air Cargo Ltd.

Mr Paul William Coutts – Other Directorships

Present

W.T. First Line Ltd.

W.T. Installations Ltd.

W.T. Shipping Group Ltd.

W.T. Shipping Ltd.

FMI West (ML), Inc.

Genesis Forwarding Group USA, LLC

Genesis Forwarding Services CA, Inc.

Genesis Forwarding Services IL, Inc.

Genesis Forwarding Services NY, Inc.

Genesis Freight Forwarding Services, Inc.

TGF Customs House Brokers, Inc.

TGF Management Group Holdco., Inc.

Toll Global Forwarding (USA), Inc.

Toll Global Forwarding Holdings (USA), Inc.

Toll Global Forwarding SCS (USA), Inc.

TriDec Acquisition Co., Inc.

SAT Germany GmbH (member of advisory board)



For immediate release

Paul Coutts to join SingPost as Group Chief Executive

Singapore, 29 December 2016 – The Board of Singapore Post Limited (SingPost) has appointed Mr Paul William Coutts to the position of Group Chief Executive Officer (Group CEO), and as a Non-Independent Director of the SingPost Board effective 1 June 2017.

Mr Coutts's appointment is unanimously approved by the Board and has received all required regulatory approvals.

It follows a thorough process in which the Board established a Search Committee to support the Board and lead the recruitment of a new Group CEO. A global executive search firm was appointed to identify suitable candidates against a profile of required leadership skills and commercial experience. The search firm also assisted the Search Committee in the evaluation of candidates and in taking references.

Mr Simon Israel, Chairman of SingPost, says, "The SingPost Board is delighted to announce Paul's appointment as Group CEO. Given his seniority and the experience he brings from an extensive logistics and postal career including global leadership roles, Paul is well positioned to provide overall leadership to the transformation of the Group, integrate SingPost's eCommerce logistics platforms and build out a globally competitive business."

Mr Coutts, 60, joins SingPost from Toll Global Forwarding, one of the five divisions in the Toll Group, where he was CEO since February 2013 in a global role based in Singapore. He has more than 20 years of experience in C-suite positions at major global logistics and postal companies. He has attended several executive programmes at the Wharton School of the University of Pennsylvania, Stanford Graduate School of Business, and London Business School.

Mr Coutts says, "It is exciting to have the opportunity to lead SingPost through a transformation into an eCommerce logistics company. The natural fit of postal services with eCommerce logistics, together with Singapore's strategic position as a hub, provides a platform to build a world-class business."

About Singapore Post Limited

For over 150 years, Singapore Post (SingPost) as the country's postal service provider, has been delivering trusted and reliable services to homes and businesses in Singapore.

Today, SingPost is pioneering and leading in eCommerce logistics as well as providing innovative mail and logistics solutions in Singapore and around the world, with operations in 19 markets.

Building on its trusted communications through domestic and international postal services, SingPost is taking the lead in end-to-end integrated and digital mail solutions. The suite of SingPost eCommerce logistics solutions includes front end web management, warehousing and fulfilment, last mile delivery and international freight forwarding.

SingPost has been listed on the Main Board of the Singapore Exchange since 2003. The market capitalisation of SingPost stood at S\$3.53 billion as of 31 March 2016.



Media Contact

Peter Heng
Tel: +65 6845 6409
Email: peterheng@singpost.com

Bryan Lee
Tel: +65 6845 6892
Email: bryanlee@singpost.com