

Date: Monday, 24 November 2025

To,
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra-Kurla Complex,
Bandra (East), Mumbai – 400 051.

**NSE Symbol: EMAPARTNER
Through NEAPS Portal**

Subject: Leadership Announcement -- Appointment of Mr. Melvin Lee as Managing Partner of EMA Partners Singapore Pte. Ltd, a wholly owned subsidiary of EMA Partners India Limited (“EMA Partners”).

Dear Sir/Madam,

We are pleased to share a key leadership update at EMA Partners Singapore Pte. Ltd, a wholly owned subsidiary of our Company.

Mr. Melvin Lee has been appointed as Managing Partner of EMA Partners Singapore Pte. Ltd, with effect from 24th November 2025. This appointment reflects our continued commitment to strengthening our cross-border leadership and advancing our strategic objectives in alignment with EMA Partners’ broader vision.

The professional background and accomplishments are attached as **Annexure-I**.

Kindly take the same on record.

For and on behalf of EMA Partners India Limited
(Formerly known as “EMA Partners India Private Limited)

Smita Singh
Company Secretary & Compliance Officer

Annexure-I

Appointment of Mr. Melvin Lee as Managing Partner of EMA Partners Singapore Pte. Ltd, a wholly owned subsidiary of EMA Partners India Limited (“EMA Partners”).

Profile of Mr. Melvin Lee

Mr. Melvin Lee is a senior leadership advisor and executive search consultant with over 20 years of experience in organizational consulting, executive search, and corporate leadership. He partners with boards and executives to help organizations achieve sustainable growth and performance, bringing expertise across the industrial, semiconductor, and technology sectors, with a functional focus on manufacturing, supply chain & procurement, and engineering leadership.



Melvin served as Senior Client Partner at Korn Ferry and, previously, at Heidrick & Struggles, where he was part of the firm’s Global Industrial, Semiconductor & Systems, and Supply Chain & Operations practices advising clients across Asia Pacific on senior leadership appointments and organizational transformation.

Earlier, Melvin spent 12 years with Johnson Controls, where he worked in both North America and Asia Pacific, progressing through roles in engineering, program management, corporate strategy, and M&A. His career also includes leadership roles in listed companies and family businesses, giving him a practical appreciation of operational and cultural dynamics across diverse ownership structures.

Melvin holds a Bachelor of Science in Mechanical Engineering with a minor in Economics from Purdue University, an MBA from the University of Michigan’s Ross School of Business, and an Executive Certification in M&A from the University of Chicago Booth School of Business. He is fluent in English, Mandarin, and Cantonese and is also certified in executive leadership coaching.