

News Release

Leadership Changes at ST Engineering

Singapore, 12 August 2020 - Singapore Technologies Engineering Ltd (ST Engineering) today announced leadership changes that will take effect on 1 October 2020.

Lim Serh Ghee, currently President of the Group's Aerospace sector, will assume a new role as Chief Operating Officer for the Group. His responsibilities include driving operational and cost efficiencies across the Group, and promoting further integration of the Group's business sectors. He will also oversee IT, Procurement and Estate & Facilities Management functions, and remain as a member of the Management Committee. He will step down as President of Aerospace sector upon assuming his new role.

Serh Ghee joined the Group's Aerospace business in 1984 and had held various senior management appointments over the years. Before he became President of the Aerospace sector in December 2014, he was Chief Operating Officer and concurrently President of Defence Business of the sector from June 2010. He has been instrumental in the growth of the Aerospace business, including its expansion in China, the U.S. and more recently in Vietnam, as well as the acquisition of MRA Systems that strategically moved the sector into the original equipment manufacturing of aircraft engine nacelle systems.

Jeffrey Lam, currently Deputy President of the Aerospace sector will be appointed as President of the Aerospace sector. In this role, he will continue to drive the growth of the sector, focusing on enhancing its position as a global integrated aviation solution provider with original equipment manufacturing and aftermarket capabilities.

Jeffrey joined the Aerospace sector in 2011, and served in various senior roles within the sector with P&L and business development responsibilities before assuming his current position in July 2018. He has operational oversight of the sector, and responsibility for continuous improvement and digitisation initiatives. Prior to joining ST Engineering, Jeffrey

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worked in the private and public sectors, amassing extensive experience in the aerospace industry. He had held various leadership roles in customer support, engineering, operations and general management across several aerospace domains. He will be appointed a member of the Management Committee.

Both positions report to the Chief Executive Officer, Vincent Chong.

“Serh Ghee’s extensive operational experience and proven strategic mindset will be invaluable to the Group as he focuses on improving organisational effectiveness to enable sustainable growth. Jeffrey is the right leader to lead the Aerospace business forward as he has been playing an integral role in assisting Serh Ghee in driving the sector’s growth with his intimate knowledge of the industry, with a keen focus on innovation and performance,” said Vincent.

Eleana Tan has decided to retire from her position as Chief Corporate Officer, a role she took on in mid-2017 to oversee the Group’s newly set up corporate management services, and with functional responsibilities for IT, Procurement as well as Estate & Facilities Management. Before this appointment, she was the Chief Financial Officer from 2008.

“Eleana has been a valuable member of our senior management team, in her roles as Chief Corporate Officer and earlier on as Chief Financial Officer. In her current position, she operationalised successfully the Group’s management services, drawing on her broad knowledge of the Group and understanding of our business needs to achieve group scale and synergy,” said Vincent. “On behalf of the Group, I thank her for her many contributions to ST Engineering and wish her well in her future undertakings.”

“These changes are part of leadership succession, and the new appointments are timely in this current climate, as a strengthened leadership bench will enable us to collectively navigate the challenges and prepare for the long-term growth of the Group,” added Vincent.

ST Engineering is a global technology, defence and engineering group specialising in the aerospace, electronics, land systems and marine sectors. The Group employs about 23,000 people across offices in Asia, Europe, Middle East and the U.S., serving customers in the defence, government and commercial segments in more than 100 countries. With more than 700 smart city projects across 130 cities in its track record, the Group continues to help transform cities through its suite of Smart Mobility, Smart Security and Smart Environment solutions. Headquartered in Singapore, ST Engineering reported revenue of \$7.9b in FY2019 and it ranks among the largest companies listed on the Singapore Exchange. It is a component stock of the FTSE Straits Times Index, MSCI Singapore, iEdge SG ESG Transparency Index and iEdge SG ESG Leaders Index.

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