

SGX Listing Manual Requirements

31 December 2004

(Currency – Singapore dollars)

1. Directors' remuneration

The following information relates to remuneration of directors of Singapore Technologies Engineering Ltd:

Number of Directors in Remuneration Bands

	2004	2003
<i>Remuneration Bands</i>		
\$500,000 and above	1	1
\$250,000 to \$499,999	–	–
Below \$250,000	11	12
Total	12	13

Summary compensation table for the year ended 31 December 2004 (Group):

Name of director	Salary* \$	Bonus* \$	Directors' fees \$	Total \$	Stock options granted in 2004 \$	Exercise price \$	Exercisable period
Peter Seah Lim Huat	–	–	63,000 [#]	63,000	44,500	2.09	10.2.2005 to 9.2.2009
					44,500	2.12	11.8.2005 to 10.8.2009
Tan Pheng Hock	817,935	1,156,668	##	1,974,603	200,000	2.09	10.2.2005 to 9.2.2014
					200,000	2.12	11.8.2005 to 10.8.2014
Koh Beng Seng	–	–	58,000	58,000	19,500	2.09	10.2.2005 to 9.2.2009
Tan Guong Ching @	–	–	12,950 [†]	12,950	19,500	2.12	11.8.2005 to 10.8.2009
LG Ng Yat Chung	–	–	10,000 [*]	10,000	–	–	–
Dr Tan Kim Siew	–	–	10,000 [*]	10,000	–	–	–
Professor Lui Pao Chuen	–	–	62,189 [†]	62,189	21,500	2.09	10.2.2005 to 9.2.2009
					25,250	2.12	11.8.2005 to 10.8.2009
Winston Tan Tien Hin	–	–	89,016 [†]	89,016	48,500	2.09	10.2.2005 to 9.2.2009
Lucien Wong Yuen Kuai	–	–	45,000	45,000	19,500	2.09	10.2.2005 to 9.2.2009
					19,500	2.12	11.8.2005 to 10.8.2009
Dr Phillip Nalliah Pillai	–	–	60,000 [†]	60,000	31,000	2.09	10.2.2005 to 9.2.2009
					31,000	2.12	11.8.2005 to 10.8.2009
Quek Poh Huat	–	–	82,000 [†]	82,000	33,000	2.09	10.2.2005 to 9.2.2009
					33,000	2.12	11.8.2005 to 10.8.2009
Venkatachalam Krishnakumar	–	–	49,000	49,000	–	–	–
BG Bernard Tan Kok Kiang (Alternate to LG Ng Yat Chung)	–	–	–	–	–	–	–
	817,935	1,156,668	541,155	2,515,758	790,250		

* The salary and bonus amount shown is inclusive of allowances and CPF and performance shares.

@ Retired at AGM on 31 March 2004.

• Fees for public sector Directors are payable to government agencies.

† Includes fees for directorship in subsidiary/subsidiaries.

Fees are payable to Temasek Holdings (Private) Limited.

Fees payable to Mr Tan Pheng Hock of \$170,768 includes fees for directorship in subsidiaries and are payable to Singapore Technologies Engineering Ltd.

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2. Remuneration Data

Remuneration data for employees earning S\$100,000 and above per annum (as at 31 December 2004)

Total Compensation Bands (\$)	Total No. of Employees	Total Dollar Value (\$)
100,000 to 149,999	724	88,256,549
150,000 to 199,999	163	27,901,453
200,000 to 249,999	37	8,176,236
250,000 to 499,999	34	11,733,297
500,000 to 749,999	5	2,952,685
750,000 to 999,999	3	2,578,431
1,000,000 to 1,249,999	3	3,139,908
1,250,000 to 1,499,999	2	2,755,745
1,500,000 to 1,999,999	1	1,974,603
Total	972	149,468,907

Note: Total compensation comprises all staff salaries (including CPF for Singapore staff), overtime pay, variable bonuses, special bonuses, annual wage supplement (13th month), dollar contribution by the Group under the Employees' Share Ownership Scheme, benefits-in-kind plus overseas postees' cost of living allowances.

3. Interested person transactions

Interested person transactions carried out during the financial year pursuant to the Shareholders' Mandate obtained under Chapter 9 of the Listing Manual of the Singapore Exchange Securities Trading Limited ("SGX") by the Group are as follows:

	Aggregate value of all transactions excluding transactions conducted under a shareholders' mandate pursuant to Rule 920 of the SGX Listing Manual		Aggregate value of all transactions conducted under a shareholders' mandate pursuant to Rule 920 of the SGX Listing Manual	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
Transactions for the Sales of Goods and Services				
Keppel Corporation Ltd and its Associates	–	–	216	1,854
SembCorp Industries Limited and its Associates	–	–	395	3,462
SembCorp Logistics Ltd and its Associates	–	–	239	257
Singapore Airport Terminal Services Limited and its Associates	–	–	–	1,865
Singapore Technologies Pte Ltd and its Associates	–	–	3,551	2,176
Temasek Holdings (Private) Limited and its Associates	–	–	871	7,854
	–	–	5,272	17,468
Transactions for the Purchase of Goods and Services				
Keppel Corporation Ltd and its Associates	–	–	–	200
SembCorp Industries Limited and its Associates	–	–	3,097	20,591
SembCorp Logistics Ltd and its Associates	–	–	–	269
Singapore Airlines Limited and its Associates	–	–	–	222
Singapore Computer Systems Limited and its Associates	–	–	2,920	2,324
Singapore Technologies Pte Ltd and its Associates	–	–	2,350	4,727
Singapore Telecommunications Limited and its Associates	–	–	127	–
SMRT Corporation Ltd and its Associates	–	–	100	–
Temasek Holdings (Private) Limited and its Associates	12,721	–	10,180	457
	12,721	–	18,774	28,790

SGX Listing Manual Requirements

31 December 2004

(Currency – Singapore dollars unless otherwise stated)

3. Interested person transactions (continued)

	Aggregate value of all transactions excluding transactions conducted under a shareholders' mandate pursuant to Rule 920 of the SGX Listing Manual		Aggregate value of all transactions conducted under a shareholders' mandate pursuant to Rule 920 of the SGX Listing Manual	
	2004 \$'000	2003 \$'000	2004 \$'000	2003 \$'000
<i>Investment/Divestment/Leasing Transactions</i>				
Singapore Technologies Pte Ltd and its Associates	16,222	5,523	800	1,239
Singapore Telecommunications Limited and its Associates	–	–	1,163	–
Temasek Holdings (Private) Limited and its Associates	–	2,357	–	–
	16,222	7,880	1,963	1,239
<i>Treasury Transactions</i>				
Singapore Technologies Pte Ltd and its Associates	–	–	969,877	996,632
<i>Management and Support Services</i>				
Singapore Technologies Pte Ltd and its Associates	–	–	6,181	6,541
Total Interested Person Transactions	28,943	7,880	1,002,067	1,050,670

Shareholding Statistics

As at 11 February 2005

SHARE CAPITAL

Authorised Share Capital	:	\$500,000,000.00
Issued and Paid-Up Capital	:	\$289,738,571.90
Class of Shares	:	Ordinary Shares of \$0.10 each One Special Share of \$0.10 held by the Minister for Finance (Incorporated)
Voting Rights	:	One vote per share

SHAREHOLDING HELD IN HANDS OF PUBLIC

Based on the information available to the Company as at 11 February 2005, 36.48% of the issued ordinary shares of the Company is held by the public and therefore, Rule 723 of the Listing Manual issued by SGX-ST is complied with.

ANALYSIS OF SHAREHOLDINGS

Range of Shareholdings	No. of Shareholders	%	No. of Shares	%
1 – 999	1,738	5.98	544,263	0.02
1,000 – 10,000	22,546	77.55	95,988,855	3.31
10,001 – 1,000,000	4,759	16.37	166,884,479	5.76
1,000,001 and above	29	0.10	2,633,968,122	90.91
	29,072	100.00	2,897,385,719	100.00

Substantial Shareholder	Direct Interest	Number of Shares		Total Interest	%
		Deemed Interest			
Temasek Holdings (Private) Limited	1,599,168,719	14,630,000 ⁽¹⁾	1,613,798,719	55.70	
The Capital Group Companies, Inc.	–	226,571,364 ⁽²⁾	226,571,364	7.82	

Notes: (1) Temasek Holdings (Private) Limited is deemed to have an interest in the following shares held by:

Name of Company	No. of Shares
Keppel Corporation Group of Companies	13,370,000
DBS Group of Companies	1,260,000

(2) Details of the deemed interest are not available.

Shareholding Statistics

As at 11 February 2005

MAJOR SHAREHOLDERS LIST – TOP 20

No.	Name	No. Of Shares Held	%
1	Temasek Holdings (Private) Limited	1,599,168,719	55.19
2	Raffles Nominees Pte Ltd	389,765,880	13.45
3	DBS Nominees Pte Ltd	278,360,517	9.61
4	Citibank Nominees Singapore Pte Ltd	115,322,285	3.98
5	HSBC (Singapore) Nominees Pte Ltd	100,854,054	3.48
6	United Overseas Bank Nominees Pte Ltd	55,226,733	1.91
7	KI Investments (HK) Limited	13,370,000	0.46
8	Oversea Chinese Bank Nominees Pte Ltd	9,918,761	0.34
9	Morgan Stanley Asia (S'pore)	9,242,000	0.32
10	DB Nominees (S) Pte Ltd	8,623,182	0.30
11	UOB Kay Hian Pte Ltd	8,178,006	0.28
12	OCBC Nominees Singapore	6,629,580	0.23
13	Societe Generale S'pore Branch	5,099,496	0.18
14	Merrill Lynch (S'pore) Pte Ltd	4,184,010	0.15
15	OCBC Securities Private Ltd	3,845,349	0.13
16	Capital Intelligence Limited	3,602,000	0.13
17	Ang Beng Siong @ Hendrik Atmaja	2,706,947	0.09
18	DBS Vickers Securities (S) Pte Ltd	2,551,799	0.09
19	The Asia Life Assurance Society Ltd – Par Fund	2,401,809	0.08
20	Shanwood Development Pte Ltd	2,077,000	0.07
		2,621,128,127	90.47