

Senior Management



Leadership is a team effort, drawing on individual strengths united by a common goal.



Senior Management

1**Mr TAN Pheng Hock**

is President and CEO of ST Engineering and a Director of the ST Engineering Board. (Mr Tan's profile is on page 22)

2**Mr WEE Siew Kim**

Mr WEE Siew Kim, 46, was appointed Deputy CEO in May 2004, overseeing the Aerospace and Marine sectors. He is concurrently the President, Defence Business of ST Engineering, a position he has held since 1 May 2002. Prior to his current position, Mr Wee was President of ST Engineering's Europe operations from July 2001. He joined ST Aerospace as an engineer in 1984. He was President of ST Aerospace from December 1997 to July 2001. Mr Wee is also a Member of Parliament for the Ang Mo Kio Group Representative Constituency. He has a Bachelor of Science (First Class Honours) in Aeronautical Engineering from the Imperial College of Science & Technology, University of London, UK, and a Master in Business Administration from Stanford University, USA.

3**Mr SEAH Moon Ming**

Mr SEAH Moon Ming, 50, was appointed Deputy CEO of ST Engineering, overseeing the Electronics and Land Systems sectors, and President, International Business in May 2004. He is concurrently President, ST Electronics, a position he has held since 8 December 1997, after serving as Managing Director from 1 July 1997. Mr Seah was General Manager of CET Technologies, a subsidiary of ST Electronics, from July 1994 to July 1997. He is Chairman of the Board of Governors of Temasek Polytechnic. Mr Seah also serves as Vice Chairman of ECS Holdings Limited and Trek 2000 Limited. He is a Fellow of the Institution of Engineers Singapore, a senior member of IEEE and a member of Eta Kappa Nu. Mr Seah holds a Master of Science (with distinction) in Electrical Engineering from the Naval Postgraduate School, USA.

4**Mr Raphael CHIN**

Mr Raphael Chin, 42, is currently Acting Chief Financial Officer of the ST Engineering Group. He began his career at ST Engineering in 1990 as an accountant in the Group's Aerospace sector. He subsequently held various finance positions in its subsidiaries, including SASCO, Perth Aerospace Engineering and STA Systems. In 1999, he took up the position of Financial Controller at ST Marine. The following year, he was appointed VP/Financial Controller of ST Engineering and became SVP/Group Financial Controller in 2006. Mr Chin holds a Bachelor of Economics from Monash University, Australia, and a Master of Commerce (Hons) from the University of Auckland, New Zealand. He is a Fellow of the Institute of Certified Public Accountants of Singapore.



5

Mr TAY Kok Kiang

Mr TAY Kok Kiang, 57, was appointed President of ST Aerospace on 10 July 2001. Mr Tay joined ST Aerospace as Vice President/General Manager of ST Aerospace Engineering Pte Ltd in 1993 and held many senior management appointments before becoming President. He was Deputy President & Chief Operating Officer prior to his current appointment. Mr Tay holds a Bachelor of Engineering (Honours) and a Master of Science in Industrial Engineering from the National University of Singapore.

6

Mr SEW Chee Jhuen

Mr SEW Chee Jhuen, 43, was appointed President of ST Kinetics on 1 September 2006. Prior to his current position, Mr Sew was the Deputy President (Operations) and President, Defence Business, of ST Kinetics. He joined ST Aerospace as an aeronautical engineer in 1988 and has held various management appointments before becoming Deputy President (Operations). Mr Sew holds a Bachelor of Science (with distinction) in Aeronautical Engineering and Mechanics from the University of Minnesota and a Master in Business Administration from Stanford University, USA.

7

Mr SEE Leong Teck

Mr SEE Leong Teck, 56, was appointed President of ST Marine in December 1997. He began his career with Vosper Thornycroft (Singapore) and joined ST Marine as a naval architect in 1980, rising through the ranks to become Deputy General Manager and eventually President. Mr See holds a Master of Science in Naval Architecture from the University of London, UK and a Master of Business Administration from the Cranfield School of Management, UK.

8

**General (Retired)
John G COBURN**

Gen (Ret) John G COBURN, 64, was appointed Chairman and CEO of ST Engineering's US subsidiary, VT Systems, Inc on 1 December 2001. Gen (Ret) Coburn joined the Group after an illustrious 39-year career with the US Department of Defense. Prior to taking up this position, he was Commanding General of the US Army Materiel Command (AMC), one of the largest commands in the army with 50,000 employees and activities in 42 states and over a dozen foreign countries. Gen (Ret) Coburn holds a Juris Doctor from the University of Missouri, USA.