

Human Resources

NURTURING TALENTS FOR GLOBAL GROWTH



ST Kinetics' management team having fun building sandcastles at a team-building session.



Active Day for ST Aerospace employees on 8 Aug 2008.

ST Engineering believes that people are its most valuable assets as they play a critical role in bringing the company forward. The Group's suite of leadership development strategies grooms its leaders to help them achieve their fullest potential. It has identified eight leadership competencies that its leaders require to be successful both today and in the future. These leadership competencies underpin the process of identifying and preparing leaders for growth and succession to key roles.

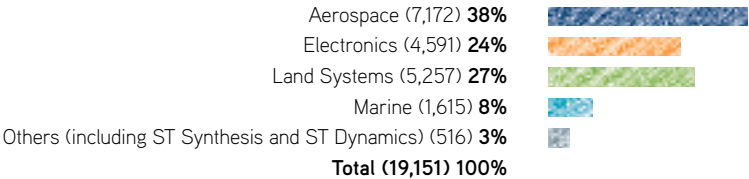
As ST Engineering expands and strengthens its global presence, it is essential to build up a pool of managers who are able to lead its overseas operations and effectively operate on the global stage. To develop this group of global managers, several development programmes have been put in place. These programmes provide exposure to the latest business and management perspectives, and opportunities to interact with international counterparts, as well as expand social and business networks. Employees are also posted to the Group's overseas business units, or assigned overseas projects, to gain exposure and build up their capabilities in leading a team of members from diverse cultures.

In line with the objective of building up its talent pool, ST Engineering has several scholarship schemes for local and overseas students with outstanding academic results and demonstrated leadership qualities. These scholarship schemes are one way of building up the Group's future talent pool and ensuring that capable leaders are available and ready to take over key positions. Currently, the Group has scholars studying in China, Europe, India and the US.

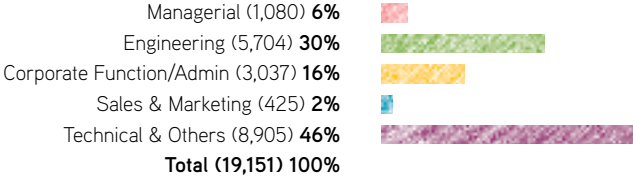
Growing and developing ST Engineering's talent pool is one of the Group's key priorities. To nurture a strong and competent team, the Group provides ongoing training for staff at all levels.

HUMAN RESOURCE STATISTICS AS AT DECEMBER 2008

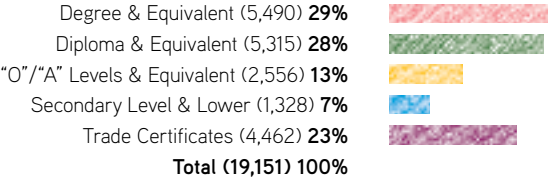
SECTOR



JOB GROUP



EDUCATIONAL QUALIFICATION



NATIONALITY

