

● ● SENIOR MANAGEMENT



-
- ① Anthony Tan
 - ② Chua Hwee Song
 - ③ Glen Francis
 - ④ Ginney Lim
 - ⑤ Mable Chan
 - ⑥ Ignatius Low
 - ⑦ Janice Wu



-
- 8 Chua Wee Phong
 - 9 Julian Tan
 - 10 Warren Fernandez
 - 11 Lee Huay Leng
 - 12 Goh Sin Teck
 - 13 Lim Swee Yeow
 - 14 Gaurav Sachdeva

●● SENIOR MANAGEMENT

1

ANTHONY TAN

Deputy Chief Executive Officer

Anthony joined SPH in February 2015 and was appointed to his current role as Deputy Chief Executive Officer on 1 July 2016.

He oversees the group's media business which includes titles such as The Straits Times, Lianhe Zaobao, Berita Harian, Tamil Murasu, as well as the SPH Radio network.

Anthony also manages the Group's aged care business.

Anthony currently chairs several SPH subsidiaries, and sits on the board of SP Group as well as several nonprofit/community organisations.

Prior to joining SPH, Anthony was Deputy Secretary (Policy), Ministry of Health and concurrently Special Assistant to the late Mr Lee Kuan Yew (2011-2014). During his career with the Singapore Public Service spanning more than 15 years, he served in various organisations including the Ministry of Finance, Home Affairs, Manpower as well as the People's Association.

Anthony graduated from the National University of Singapore in 1997 with a Bachelor of Social Science (Honours) in Political Science. He also has a Master of Science (Management) degree from the Stanford Business School.

2

CHUA HWEE SONG

Chief Financial Officer

Hwee Song was appointed as Chief Financial Officer of SPH on 1 April 2018.

Hwee Song has many years of experience in investments and corporate finance. He was the founder and Managing Director of Tembusu Ventures Pte Ltd, where he managed a private equity fund that invests in growth companies throughout Asia since 2005. He was a director and Group CFO of CWG International Ltd from 2015 to 2018, prior to his present role.

Prior to Tembusu, he was with the Singapore Economic Development Board, where he led the promotion of technology entrepreneurship and development of the enterprise financing infrastructure in Singapore, with a specific focus on the industry development of the venture capital and private equity industry.

Hwee Song graduated in 1989 with a Bachelor of Engineering (First Class Honours) in Electrical and Electronics Engineering from King's College London, University of London, and he is also a Chartered Financial Analyst and Chartered Accountant.

3

GLEN FRANCIS

Chief Technology Officer

Glen is the Chief Technology Officer of SPH. Glen is digital, connected and enjoys creativity and innovation. He is also well-respected by his peers in the industry.

Glen founded CIO Academy Asia and was its past President. At CIO Academy Asia, he helped develop its brand and a thriving community of CIOs and IT leaders across the Asia region.

Prior to CIO Academy Asia, Glen co-founded IDEationEdgeAsia as a non-profit association and served

as its President for 4 years. He was also Vice President for the IT Management Association where he served for a period of 5 years.

In his most recent appointments, Glen was CIO for Global Logistic Properties Limited (GLP) and Regional Head of IS, Asia Pacific, RS Components Pte Ltd (RS). Prior to RS, Glen worked at Aon as Regional Director for the Asia Pacific, leading the development of a newly formed corporate initiative called Revenue Engine, and he has also worked at Intel.

Glen is the ICT Programme Advisory Chairman for the Singapore University of Social Sciences. He also serves as a member of the President's Technology Award Committee and as a Mentor at the Center of Technology Management for Columbia University (NYC).

Glen is a Director on the Board of Fastco Pte Ltd, a tech startup for a non-executive recruitment platform across the region. Glen is also a Director on the Board of Straits Digital Pte Ltd.

Glen has an MBA degree from the University of Adelaide.

4

GINNEY LIM

General Counsel; Executive Vice-President, Corporate Communications & CSR, and Group Company Secretary

Ginney heads the Secretariat/Legal Division and oversees the Corporate Communications & CSR Division of SPH. She is also the General Manager of Singapore Press Holdings Foundation Limited, an Institution of Public Character established in 2003 by SPH.

When she joined SPH in 1991, she was tasked to set up the Secretariat/Legal Division. She is responsible for the corporate secretarial, legal, insurance and corporate communications functions in the SPH Group and sits on several steering and senior management committees.

Ginney is a director of Times Development Pte Ltd, Orchard 290 Ltd, SPH REIT Management Pte Ltd and SPH Reit (Investments) Pte Ltd, all of which are wholly-owned property subsidiaries of SPH. She is also a member of the NUS Law Advisory Council and Temasek Junior College Advisory Committee.

Prior to joining SPH, Ginney was heading the Legal & Secretariat department as well as the public relations arm of NTUC Income.

Ginney was admitted as an advocate and solicitor of the Supreme Court of Singapore and holds a Bachelor of Law (Honours) degree from the National University of Singapore. She is also a Fellow in the Institute of Chartered Secretaries and Administrators and an Associate of the Chartered Insurance Institute.

5

MABLE CHAN Executive Vice-President, Human Resources, Administration and Times Properties

Mable has been with SPH since 1997. Before taking over as Head of Human Resources Division in June 2006, she was Senior Vice-President, Customer Service Department, Marketing Division. The Administration Division and Times Properties were added to her portfolio in 2014 and 2015 respectively.

Prior to joining SPH, Mable was the Executive Director of the Marketing Institute of Singapore.

She holds a Bachelor of Applied Science degree from the South Australian Institute of Technology and a Masters in Business Administration from the National University of Singapore.

6

IGNATIUS LOW Chief Commercial Officer Media Solutions Division

As Chief Commercial Officer, Ignatius leads the team that sells and executes advertising and content marketing solutions across SPH's print, digital, radio and outdoor media platforms.

After 17 years in The Straits Times newsroom, Ignatius crossed over to media sales in 2016 to lead the merger of what were previously separate sales teams for each of the four platforms. Today, the team is a one-stop integrated sales unit that handles about \$1 million in ad bookings daily. The next phase of transformation will see SPH better leverage its unique position as a multi-platform and multi-lingual media owner with premium paying audiences, in order to offer more impactful and efficient ad solutions that are both online and offline.

Ignatius graduated from Oxford University in 1994 with a degree in Philosophy, Politics and Economics. A government scholar, Ignatius started his career in the Ministry of Finance and the Monetary Authority of Singapore where he was mostly involved in a major policy review of Singapore's financial sector in the late 1990s.

During his time in the newsroom, Ignatius was business editor and news editor at The Straits Times. He also wrote a fortnightly column in Sunday Life that ran for more than 12 years and has written or co-written four books. In his last role as managing editor of the newspaper, he was responsible for newsroom operations including staff recruitment and deployment, budget and project management, strategic partnerships and business development. He was also part of the core team that planned and executed the newsroom's digital transformation.

7

JANICE WU Executive Vice-President Corporate Development

Janice heads the Corporate Development Division. She oversees mergers and acquisitions, property tenders/acquisitions, corporate planning and risk management. Janice has held various positions across functions in SPH, with active involvement in legal advisory work, M&A transactions, joint ventures, property tenders/ acquisitions, corporate planning and analytics.

She sits on the board of several companies, including SGX listed MindChamps Preschool Limited and iFast Corporation Ltd. She is also a director of M1 Limited, The Seletar Mall Pte Ltd, The Woodleigh Residences Pte Ltd and The Woodleigh Mall Pte Ltd.

Janice holds a Bachelor of Law (Honours) degree from the National University of Singapore and is qualified as an advocate and solicitor of the Supreme Court of Singapore. Prior to joining SPH as a legal counsel, she was in private legal practice and legal counsel in the Ministry of Defence.

●● SENIOR MANAGEMENT

8 **CHUA WEE PHONG** Executive Vice-President Circulation

Wee Phong has been with SPH for 25 years. He joined Circulation in May 1994 and was appointed Division Head in May 2005. He is currently the Executive Chairman of Sphere Exhibits Pte Ltd.

Prior to joining SPH, Wee Phong served in the Singapore Armed Forces (SAF) for a period of 13 years.

He was promoted to the rank of Full Colonel (NS) in 2005. He was awarded the Public Administration Medal (Bronze) (Military) in August 2007.

Wee Phong graduated from the National University of Singapore with a Bachelor of Arts (Honours) in Sociology on an SAF scholarship.

Julian played a key role in setting up the Singapore Media Exchange (SMX), a premium advertising exchange Joint Venture between media giants SPH and MediaCorp. He now sits on its board as a Director.

He also sits on the Boards of various consumer and technology companies like M1, Qoo10, SgCarmart, Streetsine and Silver Indonesia. He is also the Chairman of FastCo Pte Ltd, where he drives a team of 50 to grow FastJobs – a non-executive recruitment platform – across the region.

Julian graduated with First Class Honours in Economics from the London School of Economics and Political Science and earned two Executive Masters of Business Administration (EMBA) degrees from INSEAD and Tsinghua University in 2009.

and Economics, and also has a Masters in Public Administration from Harvard University's John F. Kennedy School of Government. Both degrees were obtained on Singapore Press Holdings scholarships.

He is a board member of the National Parks Board (NParks), SPH (Overseas) Ltd, Straits Times Press Pte Ltd, The Straits Times Press (1975) Limited, Asia News Network (ANN), Singapore Symphony Group (SSO), National Arts Council and Chairman of The Straits Times School Pocket Money Fund.

He has recently been elected President of World Editors Forum (WEF) which is the leading network for print and digital editors of newspapers and news organisations around the world. WEF is part of the World Association of Newspapers and News Publishers (WAN-IFRA).

9 **JULIAN TAN** Chief of Digital Business

Julian is the Chief of Digital Business for Singapore Press Holdings (SPH). He oversees SPH's digital businesses and investments, and leads the initiative to transform and expand SPH's digital businesses into the region.

From 2008 to 2015, Julian was the Chief Executive Officer of 701Search Pte Ltd, a regional online classifieds joint venture company between SPH, Norway's Schibsted and Telenor. He grew the business from a start-up in a single location to a leading developer of online marketplaces in the region, with footprints in Malaysia, Vietnam, Indonesia, Philippines, Thailand and Myanmar.

10 **WARREN FERNANDEZ** Editor-in-Chief, English/Malay/ Tamil Media Group and Editor, The Straits Times

Warren Fernandez is Editor-in-Chief of English/Malay/Tamil Media in Singapore Press Holdings. He is also Editor of The Straits Times, Singapore's biggest selling English daily newspaper. He joined the paper in 1990 as a political reporter and rose to become News Editor. He later also served as Foreign Editor and Deputy Editor. He left to join Royal Dutch Shell in 2008 as a Global Manager for its Future Energy project, before returning to the paper in February 2012 as its editor.

He graduated with First Class Honours from Oxford University, where he read Philosophy, Politics

11 **LEE HUAY LENG** Head Chinese Media Group

Huay Leng was appointed Head of the Chinese Media Group of SPH on 1 December 2016. The Chinese Media Group includes Lianhe Zaobao, Lianhe Wanbao, Shin Min Daily News, Student Publications, the digital platforms zaobao.sg, zaobao.com, ThinkChina.sg and radio stations UFM100.3 and 96.3 Hao FM.

Huay Leng started her journalistic career in Lianhe Zaobao in 1994 upon graduation. She was with the paper for 20 years in different roles as sports reporter, political reporter, Hong Kong Correspondent, Beijing Bureau Chief, China Editor, News Editor and Deputy Editor. In January 2014, she took the helm of

Lianhe Wanbao and was appointed concurrently as Senior Vice-President (New Growth) of Lianhe Zaobao in November 2015.

For public service, Huay Leng currently serves as a member of the Public Transport Council, Founders' Memorial Committee and Lifelong Learning Council. She is a board director at the National Kidney Foundation and Governor at the Singapore International Foundation.

She graduated from the National University of Singapore in 1994 with an honours degree in Chinese Studies, and a Masters of Arts degree in Southeast Asian Studies from the School of Oriental and African Studies, University of London. She was a visiting scholar at the University of California, Berkeley and the John F. Kennedy School of Government at Harvard University.

12

GOH SIN TECK

Editor

Lianhe Zaobao & Lianhe Wanbao

Sin Teck joined Lianhe Zaobao, Singapore Press Holding's Chinese flagship paper, in 1987 upon graduating from the National University of Singapore with a Bachelor of Arts in Sociology. He started as a crime reporter before assuming his current role as the Editor of Lianhe Zaobao & Lianhe Wanbao.

Sin Teck has served in various committees including HDB, URA Board, Public Transport Council, Primary Education Review and Implementation Committee,

Singapore 21 Subcommittee on Foreign Talent, Charity Council, National Integration Council, Political Films Consultative Committee, Committee to Promote Chinese Language Learning, and many more.

At present, he is a member of NTU's Board of Trustees, and National Translation Committee.

13

LIM SWEE YEOW

Senior Vice-President
Production

Swee Yeow has been with SPH for 19 years. He joined Production in January 2000 as Production Manager. Throughout his career with SPH, he helmed various sections in operations, engineering, materials and newsprint purchases. He was appointed Division Head in September 2011.

He was involved in major projects with the company's printing presses and print processes such as the GOSS Colorliner upgrades (2011), manroland Uniset (2008) and KBA Commander (2002). He was also responsible for building the state-of-art printing presses and mailroom systems. This year the Production Division started to print commercial products with the purchase of a digital press and related post print equipment.

Swee Yeow graduated with a Bachelor of Science in Industrial and Manufacturing Engineering from Oregon State University, USA. He also holds a Higher National Diploma in Printing and Publishing Production from London College of Printing, UK.

14

GAURAV SACHDEVA

Chief Product Officer

Gaurav joined SPH as Chief Product Officer in May 2018 heading the Digital Media Products Division. He also oversees the Information Resource Centre.

As Chief Product Officer, Gaurav is driving the vision, strategy, design, development and monetization of SPH's digital media content and products.

Prior to joining SPH, Gaurav was the Head of Product for Growth team at Grab. Before that, he was Product Leader at Autodesk & Adobe driving their respective products portfolios, whilst defining the next generation strategy and steering core thinking for these products through business model transformation. He has 17 years of experience in technology, business strategy and product management.

Gaurav has a MBA from Indian School of Business (India), and a background in computer science and engineering from Cambridge University (UK) and Delhi College of Engineering (India). Outside of work, he dwells in photography and music, and is the lead singer of two Indian rock bands, which he co-founded.