

ntuc

MAY DAY

AWARDS

2 0 2 5

MEDAL OF COMMENDATION

Stanley Huang Tian Guan

Group Chief Executive Officer
SP Group

Nominated by the Union of Power and Gas Employees

Since assuming the role of Group Chief Executive Officer in 2020, Stanley Huang has introduced numerous initiatives that have significantly benefitted the workforce. SP Group has proactively ensured that its salary ranges are aligned to Progressive Wage Model (PWM) guidelines. Over the years, efforts have been made to increase the wages of employees earning below \$2,000 by accelerating increments based on work performance. Additionally, SP disbursed a one-off payment to help employees cope with the higher cost of living due to elevated inflation. These initiatives have benefitted over 2,500 employees across SP Group.

Brother Stanley is also a strong advocate for continuous learning. Initiatives include upskilling of customer service staff to engage customers across multiple digital platforms and Warehouse Assistants to operate in automated environments. These initiatives allow for potential salary growth and work environment improvement.

To help employees prepare for industry transformation, SP Group launched Project FUSION in collaboration with the Union of Power and Gas Employees in 2018. Brother Stanley spearheaded this initiative to equip employees with adaptive and technical skills to meet the changing needs of customers in an increasingly digitalised world. He has continued to support Project FUSION, resulting in more than 1.2 million training hours and an investment of over \$61 million since its inception.

Brother Stanley and the senior management team are committed to achieving world-class safety excellence. The company sets annual safety performance targets using the Lost Time Injury Frequency Rate (LTIFR) and personal safety key performance indicators. Brother Stanley and the senior management team also actively participate in regular safety walkabouts.

Recognising the challenges faced by mature employees, Brother Stanley supported the launch of Project Silver+ in February 2023 to create age-friendly work environments, provide wellness programmes and equip employees with knowledge on retirement planning. In 2022, he approved the company's early adoption of the retirement and re-employment ages to 63 and 68 respectively, ahead of the national timeline. Brother Stanley has also committed to early adoption of the upcoming legislative changes to raise retirement and re-employment ages to 64 and 69 respectively from 1 July 2026. The company has maintained a high re-employment rate of 98 per cent in recent years.