#BalanceforBetter: Creating a gender-balanced workplace
A Special Conference to Commemorate International Women’s Day 2019

Friday, 15 March 2019, 14:00 – 18:00hrs

Shell Eastern Petroleum
Level 6, The Metropolis Tower One, 9 North Buona Vista Drive

Jointly organized by:
Event Information
#BalanceforBetter: Creating a gender-balanced workplace
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## Programme

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<th>Time</th>
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</thead>
<tbody>
<tr>
<td>13:30 – 14:00</td>
<td>Participants arrival and registrations</td>
</tr>
<tr>
<td>14:00 – 14:15</td>
<td>Welcome by Aw Kah Peng, Country Chair of Shell Companies in Singapore</td>
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</tbody>
</table>
| 14:15 – 14:45 | **Opening presentation: An action guide to creating a gender-balanced workplace**
|               | Vivek Puthucode, Chief Partner Officer - Microsoft Asia Pacific        |
| 14:45 – 15:45 | **Plenary session: Managing unconscious gender bias at workplace**
|               | Facilitator: Vinika Devasar Rao, Executive Director - Emerging Markets Institute, INSEAD
|               | Panelists: Xiawei Liu, General Manager External Relations APAC, Shell  |
|               | Rose Chew, Human Resources Director, Caterpillar Excavation Division   |
|               | Matt Gray, Regional Commercial Director - Asia Pacific, DSM             |
|               | Patsy Lim, International Brand and Innovation Director - Asia Pacific, Heineken |
| 15:45 – 16:15 | Networking coffee break                                                |
| 16:15 – 17:00 | **Breakout sessions**                                                 |
|               | 1. **Harnessing the power of networking**
|               | Facilitators: Pieter Nuboer, Vice President, ANH, Asia Pacific, DSM    |
|               | Sara Surer-Geiser - VP People & Organization Nutrition Asia, DSM       |
|               | 2. **Career acceleration strategies for an everchanging future**
|               | Facilitator: Sze-Yen Chee, Executive Director, Career Agility International |
|               | 3. **Getting ahead with mentors and sponsors**
|               | Facilitator: Angela Leong, Advisor Learning Faculty – Leader Development, Shell |
| 17:00 – 18:00 | Networking reception @ Heineken                                        |
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Breakout sessions
(Participants Select One During Registration)

Session 1: Harnessing the power of networking
Facilitators:
• Pieter Nuboer, Vice President, ANH, Asia Pacific, DSM
• Sara Surer-Geiser - VP People & Organization Nutrition Asia, DSM

*If you want to go quickly, go alone. If you want to go far, go together – African proverb*

We all know that building a network is important. But where do we start and who should we connect with? Interestingly, research has shown that networking for the purpose of advancing our professional goals can make us actually feel uncomfortable. So, what can be done to increase our confidence to actively start working on our network and capture the value and success of networking? Join DSM’s Pieter Nuboer and Sara Surer as they share their personal stories on the power of networking and engage in a dialogue with you on some thought-provoking tips on how to build and maintain strong professional relationships.

Session 2: Career acceleration strategies for an ever-changing future
Facilitator: Sze-Yen Chee, Executive Director, Career Agility International

Today’s world is changing faster than ever before. How do we stay ahead, ride the wave, stay relevant? Sometimes we hold ourselves back without knowing it, with habits that are comfortable. Today’s topic focuses on some ideas and tips on how to move ahead with essential soft-skills that professionals need to be aware of in their climb up the corporate ladder and to accelerate their career.

Session 3: Getting ahead with mentors and sponsors
Facilitator: Angela Leong, Advisor Learning Faculty – Leader Development, Shell

People work for different reasons and if your motivation is about progressing in your professional career, then it is time to understand how mentors and sponsors can create the uplift. Given the different experiences that mentors, sponsors, mentees and/or proteges have accumulated over time, this session seeks to bring in the collective wisdom of the group to create clarity and purpose in the face of sobering truths and undiscovered opportunities.
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Speakers Bio

WELCOME SPEECH

Aw Kah Peng
Chairman
Shell Companies in Singapore

Aw Kah Peng has been the Chairman of Shell Companies in Singapore since January 2019. Concurrent to her Country Chair role, Kah Peng is also the Asia Pacific focal for Chemicals Sustainability in Shell.

Kah Peng joined Shell in 2012 as the GM Global Commercial Strategy. She moved to the Chemicals business in 2014 and was in a number of global & regional roles across Chemical Intermediates.

Prior to joining Shell, Kah Peng had a successful career in the Singapore public service, at the Economic Development Board and as CEO & Board Director of the Singapore Tourism Board.

She is a fellow of MIT’s Sloan School of Management and a steering member of the Philip Yeo Initiative (for young entrepreneurs) at the National University of Singapore. Outside work, Kah Peng loves running marathons, spending time in the kitchen and is a strong supporter of the arts in Singapore, through her work as a board member of the Singapore Repertory Theatre and in advising Art Outreach Singapore’s IMPART Awards.

OPENING PRESENTATION

Vivek Puthucode
General Manager
One Commercial Partner & Small Medium & Corporate
Microsoft Asia Pacific

Vivek Puthucode leads Microsoft’s Small and Midmarket solutions and Partner engagements across the region including Singapore, Malaysia, Indonesia, Thailand, Philippines, New Zealand, South Korea and the Southeast Asia New Markets (Sri Lanka, Maldives, Nepal, Bhutan, Cambodia, Brunei, Laos, Bangladesh and Myanmar).

He joined Microsoft in 2015 as the business leader for their public sector business in Asia Pacific and was responsible for building relationships and strategic alliances with government agencies, partners, customers and sales engagements.

Vivek has twenty years of experience across the technology sector and has earned a reputation for thought leadership, deep engagement with the leaders in government and with his knowledge and experience, he is attuned to the needs of customers and partners. Prior to Microsoft, Vivek was at SAP leading their Public Services and Healthcare business for Asia Pacific and Japan. His previous experiences also include more than ten years in the Partner ecosystem and consulting organisations in variety of roles across Druid Asia Pacific, Atos Origin Australia and Oxygen ANZ.
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He is a member of the Australian Institute of Company Directors and he is also an active volunteer focused on healthcare and education services in the region.

Vivek is passionate about the role of technology in providing access, equity and quality education to children in the emerging markets, to improve employability and quality of life. He lives in Singapore with his wife and two children and when he has a minute to spare, he tries to travel for golf and do sun salutations, though not all at the same time.

PLENARY SESSION

Vinika Devasar Rao
Executive Director - Emerging Markets Institute
INSEAD

Vinika Devasar Rao is the Executive Director of the INSEAD Emerging Markets Institute, a leading think tank and center of research on business management, economic and social development on growth economies, headquartered at INSEAD’s Asia campus in Singapore.

After completing her MBA from IIM Bangalore, Vinika started her career with a multinational bank in India, went on to become General Manager of an American Asian JV in the field of industrial chemicals and later became the Managing Director of a listed real estate company in Indonesia. She co-founded a boutique advisory firm working with mid-cap SE Asian companies before making a serendipitous transition to the education sector. As Associate Professor at the SP Jain Center of Management, Singapore, Vinika taught business strategy to MBAs and EMBAs and conducted specialized programs for various corporate clients. She has also taught undergraduate and postgraduate business students at the Melbourne Institute of Technology, Deakin University, Curtin University, Lembaga Pengembangan Management Indonesia and the International Golden Institute of Management, Jakarta, as well as Murdoch University and Kaplan, Singapore. She headed INSEAD’s career development center in Asia before moving to develop the INSEAD Emerging Markets Institute.

Vinika’s research interests are gender parity in corporate leadership, generational influences on the workplace and emerging markets strategy. She has conducted numerous workshops and seminars for specific companies as well as open enrollment events. She has been quoted and has published articles in leading business publications including Forbes; Economist; Business Times; South China Morning Post, Harvard Business Review and INSEAD Knowledge. She is currently completing her Doctorate in Business Administration from the Singapore Management University, and has been awarded a Merit scholarship. Vinika speaks 5 languages and her interests include Reiki healing and career counseling. She is a founding member of ‘INSEAD Cares’, which works to improve the educational environment of vulnerable children. She is passionate about mentoring women managers to make the most fulfilling work-life decisions, encouraging them to “Dare to Dream” – the theme of her TEDx talk.

You can follow Vinika on Twitter at @VinikaDRao or connect with her on Linked in at https://www.linkedin.com/in/vinikarao/
Xiaowei Liu
General Manager External Relations APAC
Shell

Xiaowei was appointed as Regional General Manager of External Relations (ER) for Shell in Asia Pacific with effect of 1 October 2016. Xiaowei is accountable for leading the ER function in 15 countries (circa 120 people) across Asia in support of the license to operate and to grow the Shell business in the region and build and leverage Shell’s leadership in energy industry to enhance the overall brand and reputation of Shell.

Since joining Shell in China in 1995, Xiaowei has led ER functions of various sizes at country, regional and global business level and worked in Shell’s downstream, upstream and corporate functions in China, UK, Netherlands and Asia Pacific (based in Singapore).

In her 20 plus years in Shell, Xiaowei has been Public Affairs and Brand Manager for Shell China, Group External Relations and Policy Development Advisor, Regional Advisor for Asia Pacific, Governance and Stakeholder Manager for Gas & Power China, and Communications Director for Shell Greater China. Most recently, Xiaowei was General Manager for Asia Pacific and Global ER Lead for Integrated Gas.

Prior to joining Shell, Xiaowei worked for the Ministry of Chemical Industry in China as a project co-ordinator for major petrochemical projects in China involving international licensors and engineering companies, including Shell, Dupont, Foster Wheeler, ABB Lumus, etc.

Xiaowei is Chinese, with her bachelor’s degree in art and social science from Beijing Foreign Studies University in China and her master’s degree in Political Economy from the London School of Economics and Political Science in UK. Xiaowei is a certified Gallup Strength Coach, where she applies her passion to help people and teams to perform at their best. Xiaowei is married with a son, she enjoys reading, music, arts, jogging, Yoga, travelling and times with family and friends.

Rose Chew
Human Resources Director
Caterpillar Excavation Division

Since July 2012, Rose has held the position of Human Resources Director for the Excavation Division. Her division has over 7000 employees in Singapore, China, Indonesia, Germany, Belgium, Hungary, Poland, France, Japan and the United States.
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She leads a team focused on succession planning, talent management, organizational effectiveness, communications, HR operations effectiveness and efficiency, leadership development and creation of a diverse, inclusive and productive culture.

Rose has more than 24 years of experience in Caterpillar. After graduating with a Bachelor in Economics from National University of Singapore, she joined Caterpillar in 1995 as a Management Trainee. Over the last 20+ years, Rose had assignments in a variety of functions which includes Pricing, Sales Administration, Business Process Consulting, Strategic Planning & Forecasting, Sales and Operation Planning, Orders and Shipping management, Finance and 6 Sigma. Her experience includes spending a year in USA working with North American Dealers to improve sales process efficiency. She resumed her first leadership position in 2002 as the Asia Pacific Power Systems Business Planning Supervisor and has since progressed to other leadership roles including Sales & Operations Planning manager, Business Planning Manager, 6 Sigma Deployment Champion and Order to Delivery Manager. In 2012, she took on her current role and has been a member of the Excavation Administration team since.

On a more personal front, Rose and her husband Vincent have a 17-year old son and a 11-year old daughter. Rose balances her busy work week by taking time out for her children. They enjoy long walks together in Singapore’s Gardens by the Bay, followed by a meal of satay.

Matt Gray
Regional Commercial Director
DSM Engineering Plastics Asia Pacific

Matt Gray is Regional Commercial Director for DSM Engineering Plastics, Asia Pacific. In this role, he is responsible for commercial, sales and marketing activities for company’s engineering plastics which are designed to make people’s lives safer, more convenient and healthier while addressing climate change, energy use and circular design.

Gray joined DSM in early 2015 as a Strategic Project Director, bringing nearly 20 years of experience across a variety of leadership roles with GE Plastics and SABIC Innovative Plastics. His previous responsibilities included sales management, field marketing, e-Business, product management and supply chain management in Sydney, Auckland and Melbourne. He led the Australian business manufacturing operations for GE Plastics. In 2010, he relocated to Singapore where he took up regional and global leadership roles across product, sales and industrial market domains for SABIC Innovative Plastics.

With strong leadership and senior executive experience, Gray demonstrates clear strategic thinking for leading change. He is a well-respected leader, team player, mentor and coach with extensive Asian and global business participation and a depth of cross-industry expertise in automotive, aerospace, healthcare, as well as electrical and consumer electronics.

He graduated from La Trobe University, Australia with an MBA.
Patsy Lim
International Brands & Innovation Development
Heineken Asia Pacific

Patsy has over 18 years of local and international marketing experience in FMCG industry, first starting out in consumer healthcare with Johnson & Johnson and thereafter extending the passion for business and brands and embarked on an amazing journey with Heineken over the last decade.

A graduate from the National University of Singapore, she had then joined Heineken in 2005 as an Assistant Brand manager in Asia Pacific Brewery Singapore. Since then, she has fulfilled various marketing roles within Asia Pacific in both local operating companies as well as in both regional/global offices. Responsible for development and implementation of marketing, communication and innovation strategies, driving growth of key brands such as Heineken, Tiger, and ‘regional gems’ such as Anchor Beer and ABC Extra Stout.

Thereafter, Patsy had then ventured far and beyond the shores of Singapore, and embarked on driving businesses and marketing over the next 6 years in international stints in Mongolia, China and Vietnam. With this invaluable experience of working in various parts of Asia Pacific, she then returned in 2017, and was appointed the International Brands & Innovation Development Director for APAC. Fully accountable for working across the globe, collaborating with global, regional and local stakeholders to drive sustainable business growth in 22 markets through portfolio development and innovations. In addition, she is also one of the functional topline leaders within the APAC region that supports the regional management team in driving strategic commercial related projects across brand marketing, trade marketing and sales, and an active believer and participant in driving the talent and people development agenda in the region.

With her passion and belief of seeing one’s ‘life as a journey of great adventures’, it has set her on a path of discovery. Learning more about people, cultures and businesses, and gaining great life experiences and stories to share and tell. Looking forward to building more connections and exchanging life stories over a coffee or beer.

**BREAKOUT SESSIONS**

**Session 1: Harnessing the power of networking**

Pieter Nuboer
President, DSM Nutritional Products, Asia Pacific
Vice President, Animal Nutrition and Health, Asia Pacific

Mr. Nuboer is currently the President Asia Pacific for DSM Nutritional Products, the world’s leading supplier of vitamins, carotenoids and other fine chemicals to the feed, food, pharmaceutical and personal care industries.
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The business has a long tradition as a science driven pioneer in the discovery of new nutritional products, formulations, and applications.

Over the span of his career Mr. Nuboer has built a track record of building high performance teams within both corporate and private manufacturing and service organizations in Europe, Asia and Central America.

Having spent the first sixteen years of his career with Quest International as part of the former Unilever Specialty Chemicals Cluster (acquired by ICI in 1997), he was first based in The Netherlands and was subsequently expatriated in various leadership positions to Australia, Singapore, Indonesia and Mexico. Subsequently Mr. Nuboer set up a management buy-in to take over as the C.E.O. of Siam Food Services, a leading provider of cold chain marketing and distribution services in Thailand. He exited the venture after five years following a successful trade sale of the business. Prior to eventually joining DSM in 2009 he also was the Vice President for South and South East Asia for Symrise, a global major in the flavor and fragrance industry.

Leveraging a strong cultural compass and vision, Mr. Nuboer’s aspiration is to help shape corporate leadership in societal purpose both internally as well as at regional and global leadership platforms, including through advisory board memberships.

Mr. Nuboer earned his Bachelor of Science degree in Business Administration in The Netherlands and furthermore completed senior executive development programs at UCLA, INSEAD, WHARTON, and HCLI.

Sara Surer
Vice President, People & Organization
DSM Nutrition, Asia

Sara Surer was appointed as DSM Vice President, People & Organization, Nutrition, Asia in June 2018. In this role, she is responsible for developing & implementing the People & Organization (P&O) agenda with her team, to achieve our ambitious business growth targets in this fast-changing region.

Sara Surer joined DSM in October 2001 in Switzerland. Over the past 15 years, she has been working in a variety of roles across the P&O discipline in specialist, generalist and leadership roles. From 2010 – 2016 she held Global P&O Business Partner roles for different businesses, ultimately being P&O responsible for Global Animal Nutrition & Health as well as Global Innovation. Before taking on her current role, she was Vice President of P&O for Europe, Middle East & Africa.

“I believe that building an agile organization that allows our people to identify and provide solutions to customer needs fast; fostering a high-performance culture, a strong pipeline, a diverse workforce and strong leadership are key ingredients to deliver the growth ambitions of our company.”
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Session 2: Career acceleration strategies for an everchanging future

SZE-YEN CHEE
Career Agility International
Executive Director
☎️ 65-9687 3650
✉️ yen@careeragility.org
🔗 linkedin.com/in/szeyen

Sze-Yen is a Certified Master Coach and Career Coach, with over 12 years’ experience in delivering Coaching programs, training and facilitating workshops. She has coached over 1000 individuals from diverse backgrounds and cultures, across multiple industries, including Financial Services, Oil & Gas, IT, Hospitality, Pharmaceuticals and FMCG. Prior experience in the corporate world included Headhunting, Business Development, Account Management, Marketing and Management.

Industry Experience
Financial Services
Hospitality and Leisure
Oil & Gas
Information Technology
Pharmaceutical & Life Sciences
FMCG

Certifications & Training
Elevating Women In Leadership
Positive Psychology
Foundational NLP
Integral Coaching Principles
Strong Interest Inventory
Certified Master Coach, BCI
Certified MBTI Practitioner
Certified Career Coach, Worklife
Foundational Facilitation
Consultative Selling Strategies
Target Account Selling

Education
MA, Communications Management, University of South Australia

Affiliations
International Association of Facilitators (IAF)
Facilitators Network Singapore (FNS)
International Coaching Council (ICC)

Session 3: Getting ahead with mentors and sponsors

Angela Leong
Advisor Learning – Faculty, Leader Development
Leadership & Commercial Development (L&CD)
Shell

Angela Leong is currently an Advisor Learning – Faculty with the Leader Development team. Based in Singapore, she’s leading a project on developing a Faculty Model which will oversee internal and external faculty delivering programs for L&CD in an effort to ensure world class delivery of Shell’s programs. With
more than 20 years of experience in talent and leadership development, her commitment and passion towards developing leaders continues to strengthen and evolve.

As a Global Program Manager for two of Shell’s D&I programs; Women’s Career Development program and the Inclusive Leadership program Angela is in a unique position of being a program ambassador while supporting the growing awareness and practices of inclusive behaviors amongst Shell’s employees.

Event Partners

SHELL COMPANIES IN SINGAPORE

As one of the world’s leading energy companies, Shell plays a key role in meeting the world’s growing energy demand in economically, environmentally and socially responsible ways. In Singapore, Shell employs more than 3,200 people and is one of the country’s largest foreign investors.

Shell has been in Singapore since 1891. Today, Shell continues to be a major player in the energy and petrochemicals sector, in areas such as manufacturing, trading, gas, chemicals, retail, lubricants, aviation, marine and bitumen.

For more than 125 years, Shell has contributed to Singapore’s social and economic growth, and helped to build its talent and intellectual capital. Its success in Singapore is a result of its good working relationships and long-term partnerships with staff, the union, customers, community and the government.

From its world-class manufacturing plants on Pulau Bukom and Jurong Island to its international trading and treasury operations, Singapore is an important hub for Shell in Asia Pacific. Global Commercial, one of Shell’s global businesses, is headquartered in Singapore.

NETWORK OF WOMEN

Shell Singapore’s Network of Women (NOW) is an employee network that supports women at work by providing a platform to share best practices, provide information, tools and relevant networking opportunities to enhance their professional abilities as essential contributors to Shell and improve their work-life balance.

CATERPILLAR

Caterpillar Inc is the world’s leading manufacturer of construction and mining equipment, diesel and natural gas engines, industrial gas turbines and diesel-electric locomotives. The diversity and commitment of our people have always been the heartbeat behind our success. Together, with our partners, we are providing the solutions that help our customers build a better world. In 2018, Caterpillar was ranked #65 on the Fortune 500 list.

http://www.caterpillar.com/
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DSM – BRIGHT SCIENCE. BRIGHTER LIVING.™

Royal DSM is a global purpose-led, science-based company in Nutrition, Health and Sustainable Living. DSM’s purpose is to create brighter lives for all. DSM addresses with its products and solutions some of the world’s biggest challenges whilst creating simultaneously economic-, environmental- and societal value for all its stakeholders; customers, employees, shareholders, and society-at-large. DSM delivers innovative solutions for human nutrition, animal nutrition, personal care and aroma, medical devices, green products and applications, and new mobility and connectivity. DSM and its associated companies deliver annual net sales of about €10 billion with approximately 23,000 employees. The company was founded in 1902 and is listed on Euronext Amsterdam. More information can be found at www.dsm.com.

HEINEKEN

Established in 1864 by the Heineken family, HEINEKEN has a long and proud history and heritage as an independent global brewer. We brew quality beers, build award-winning brands and are committed to enthusing consumers everywhere.

We are a proud, independent and responsible global brewer. Today, HEINEKEN is the number one brewer in Europe and the number two brewer in the world. We have operations in over 70 markets globally, which makes us the world’s most international brewer. In the last decade we have significantly increased our exposure to emerging markets, which will be a catalyst for our growth.

We brew great beers, we build great brands and are committed to surprising & exciting our consumers everywhere.
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Event Venue

For main event (14:00 – 17:00)
Shell Eastern Petroleum Pte Ltd
Townhall Rooms at Level 6
The Metropolis Tower One
9 North Buona Vista Drive, Singapore 138588

For networking reception (17:00 – 18:00)
Heineken Asia Pacific
Level 12
The Metropolis Tower One
9 North Buona Vista Drive, Singapore 138588

ENTRY TO METROPOLIS FOR VISITORS

1. Registration at Level 1
Visitors arriving at the Metropolis are required to register at the reception at the lobby with an identity card or driver license. A Metropolis visitor pass will be given after registration to access the speed gate and lift to Shell Reception at level 6.

2. Return of pass at Level 1
After the event, all visitors must return their Metropolis visitor pass at level 1 reception to retrieve back their identity pass.

GETTING TO THE METROPOLIS

Information
The Metropolis is conveniently located at 9 North Buona Vista Drive with easy accessibility to the MRT station.
1. Train

The nearest MRT to the Metropolis is the Buona Vista MRT Interchange, which is along both the East-West (Green) Line and the Circle (Orange) Line. Take exit D at the Buona Vista MRT station to the Metropolis.

2. Bus

There are a number of buses to access the Metropolis, as seen below.

3. Taxi

Expressway such as AYE, CTE and PIE, and major arterial roads are minutes away for easy connectivity to the CBD, Orchard Road, Changi Airport, industrial zones and residential areas.

It is also a 10 minutes drive to the Central Business District via Ayer Rajah Expressway and to the HarbourFront.

4. Car

Car park lots are located at Basement 1 to 3 and accessible via 2 car park lifts at each of the office towers on Level 1.

There will be 50 season parking lots available at The Metropolis and 200 lots at The Star Vista Mall.

Season parking rates are S$160.50 with GST at The Metropolis for payment via Giro and S$171.20 or S$160.50 with GST at The Star Vista Mall for payment via cheque or Giro respectively.
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Parking charges for The Metropolis Car park:

<table>
<thead>
<tr>
<th></th>
<th>Monday - Friday</th>
<th>Saturday, Sunday &amp; Public Holidays</th>
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<td>0600hrs - 1800hrs</td>
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<td>$2.50 for 1st hour</td>
<td>$1.00 per hour or part thereof</td>
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Parking Charges for Nearby Car Parks:

<table>
<thead>
<tr>
<th>Location</th>
<th>Hourly parking rates</th>
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<tbody>
<tr>
<td>Star Vista</td>
<td>12am - 5.59pm: $1.30/hr ( $0.65 for every subsequent 30min)</td>
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<td>6pm - 11.59pm: $3.00 per entry</td>
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<tr>
<td>Biopolis</td>
<td>7am - 7pm: $0.50/30mins</td>
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<td></td>
<td>7.01pm - 6.59am: $1.00/entry</td>
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<tr>
<td>NTU Club</td>
<td>7am - 6pm: $1.05/hr</td>
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<td></td>
<td>6pm - 2.30am: $1.05/hr, cap at $2.10</td>
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<tr>
<td>MOE</td>
<td>$0.02 per min</td>
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<tr>
<td>Rochester Park</td>
<td>6am - 11pm: $1.00/hr</td>
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<tr>
<td>Park &amp; Ride</td>
<td>6am - 10pm: $1.00/hr</td>
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<tr>
<td>(Block 16 Ghim Moh Rd)</td>
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