



**GRANT OF AWARD OF ORDINARY SHARES PURSUANT TO
THE SINGAPORE AIRLINES LIMITED RESTRICTED SHARE PLAN 2024 (“RSP 2024”)
AND PERFORMANCE SHARE PLAN 2024 (“PSP 2024”)**

Pursuant to Rule 704(29) of the Listing Manual of the Singapore Exchange Securities Trading Limited, Singapore Airlines Limited (“SIA” or the “Company”) would like to announce the following grant of ordinary shares to its employees pursuant to the Company’s RSP 2024 and PSP 2024 as follows:

		RSP 2024	RSP 2024 - STRATEGIC SHARE AWARD (“SSA”)	PSP 2024
(a)	Date of grant	18 July 2025	18 July 2025	18 July 2025
(b)	Total number of share awards granted	1,920,352 Base Award	543,100 Final Award	942,862 Base Award
(c)	Market price (last done price) of shares on the date of grant	SGD7.44 per share	SGD7.44 per share	SGD7.44 per share
(d)	Number of share awards granted to directors and controlling shareholders (and their associates), if any	Mr Goh Choon Phong (CEO and Director) - Base Award of 186,915 shares	Mr Goh Choon Phong (CEO and Director) - Final Award of 106,300 shares	Mr Goh Choon Phong (CEO and Director) - Base Award of 267,082 shares
(e)	Vesting of shares	The RSP Final Award of fully paid ordinary shares will range from 0% to 150% of the RSP Base Award and is subject to achievements against targets over a one-financial year performance period and other terms and conditions being met. Vesting of RSP Final Award commences at the annual rate of one-third of Final Award upon completion of a one-financial year performance period.	Based on the performance over the last financial year, the Final Award will vest over two years with 50% vesting on 18 July 2025 (date of grant), and the balance at 25% per annum over the next two years. On the final Vesting Date, there will be an additional equity kicker equivalent to 20% of the Final Award.	The PSP Final Award of fully paid ordinary shares will range from 0% to 200% of the PSP Base Award and is subject to achievements against targets over the three-financial year performance period and other terms and conditions being met. Vesting of PSP Final Award is fully upon completion of a three-financial year performance period.

BY ORDER OF THE BOARD

Brenton Wu
Company Secretary
18 July 2025