GRANT OF DEFERRED SHARE AWARDS ("DSA") AND AWARD OF ORDINARY SHARES PURSUANT TO THE SIA ENGINEERING COMPANY RESTRICTED SHARE PLAN 2014 ("RSP 2014") AND PERFORMANCE SHARE PLAN 2014 ("PSP 2014")

In accordance with Rule 704(29) of the Listing Manual of the Singapore Exchange Securities Trading Limited, SIA Engineering Company Limited ("SIAEC" or the "the Company") would like to announce the following grant of ordinary shares to its employees pursuant to the Company's RSP 2014 and PSP 2014 as follows:

		DSA Under RSP 2014	RSP 2014	PSP 2014
(a)	**Date of grant**	7 July 2021	7 July 2021	7 July 2021
(b)	**Total number of share awards granted**	247,947 shares	1,282,818 shares	346,300 shares
(c)	**Market price (last done price) of shares on the date of grant**	S$2.20	S$2.20	S$2.20
(d)	**Number of share awards granted to directors and controlling shareholders (and their associates), if any**	Mr Ng Chin Hwee (CEO and Director) – 122,970	Mr Ng Chin Hwee (CEO and Director) – 142,800	Mr Ng Chin Hwee (CEO and Director) – 136,000
(e)	**Vesting of shares**	The grant of DSA of fully paid ordinary shares will vest at the end of three years from the date of grant. The vesting period of this grant of DSA will be 7 July 2021 to 7 July 2024 and the vesting date is 8 July 2024. At the end of the vesting period, an additional final award will be vested to the participants, equal to the Base Award multiplied by the accumulated dividend yield during the vesting period.	The actual number of RSP final awards of fully paid ordinary shares will range from 0% to 150% of the RSP Base Awards and is subject to achievements against targets over a one-year performance period and other terms and conditions being met.	The actual number of PSP final awards of fully paid ordinary shares will range from 0% to 200% of the PSP Base Awards and is subject to achievements against targets over a three-year performance period and other terms and conditions being met.