## SECURITIES AND FUTURES ACT (CAP. 289) SECURITIES AND FUTURES (DISCLOSURE OF INTERESTS) REGULATIONS 2012

## NOTIFICATION FORM FOR DIRECTOR/CHIEF EXECUTIVE OFFICER IN RESPECT OF INTERESTS IN SECURITIES

FORM

1
(Electronic Format)

## **Explanatory Notes**

- 1. Please read the explanatory notes carefully before completing this notification form.
- 2. This form is for a Director/Chief Executive Officer ("CEO") to give notice of his interests in the securities of the Listed Issuer under section 133, 137N or 137Y of the Securities and Futures Act (Cap. 289) (the "SFA"). Please note that the requirement to disclose interests in participatory interests applies <u>only</u> to a director and where the Listed Issuer is a Singapore-incorporated company.
- 3. This electronic Form 1 and a separate Form C, containing the particulars and contact details of the Director/CEO, must be completed by the Director/CEO or a person duly authorised by him to do so. The person so authorised should maintain records of information furnished to him by the Director/CEO.
- 4. This form and Form C, are to be completed electronically and sent to the Listed Issuer via an electronic medium such as an e-mail attachment. The Listed Issuer will attach both forms to the prescribed SGXNet announcement template for dissemination as required under section 137G(1), 137R(1) or 137ZC(1) of the SFA, as the case may be. While Form C will be attached to the announcement template, it will not be disseminated to the public and is made available only to the Monetary Authority of Singapore (the "Authority").
- 5. A single form may be used by a Director/CEO for more than one transaction resulting in notifiable obligations which occur within the same notifiable period (i.e. within two business days of/of becoming aware of, the earliest transaction). There must be no netting-off of two or more notifiable transactions even if they occur within the same day.
- 6. All applicable parts of the notification form must be completed. If there is insufficient space for your answers, please include attachment(s) by clicking on the paper clip icon on the bottom left-hand corner or in item 3 of Part II or item 10 of Part III. The total file size for all attachment(s) should not exceed 1MB.
- 7. Except for item 4 of Part III, please select only one option from the relevant check boxes.
- 8. Please note that submission of any false or misleading information is an offence under Part VII of the SFA.
- 9. In this form, the term "Listed Issuer" refers to -
  - (a) a company incorporated in Singapore any or all of the shares in which are listed for quotation on the official list of a securities exchange;
  - (b) a corporation (not being a company incorporated in Singapore, or a collective investment scheme constituted as a corporation) any or all of the shares in which are listed for quotation on the official list of a securities exchange, such listing being a primary listing;
  - (c) a registered business trust (as defined in the Business Trusts Act (Cap. 31A)) any or all of the units in which are listed for quotation on the official list of a securities exchange;
  - (d) a recognised business trust any or all of the units in which are listed for quotation on the official list of a securities exchange, such listing being a primary listing; or
  - (e) a collective investment scheme that is a trust, that invests primarily in real estate and real estaterelated assets specified by the Authority in the Code on Collective Investment Schemes, and any or all the units in which are listed for quotation on the official list of a securities exchange, such listing being a primary listing ("Real Estate Investment Trust").
- 10. For further instructions and guidance on how to complete this notification form, please refer to section 6 of the User Guide on Electronic Notification Forms which can be accessed at the Authority's Internet website at http://www.mas.gov.sg (under "Regulations and Financial Stability", "Regulations, Guidance and Licensing", "Securities, Futures and Fund Management", "Forms", "Disclosure of Interests").

Part I - General	
Name of Listed Issuer:	
SIA Engineering Company Limited	
Type of Listed Issuer:	
✓ Company/Corporation	
Registered/Recognised Business Trust Real Estate Investment Trust	
Real Estate investment trust	
Name of Director/CEO:	
William Tan Seng Koon	
Is the Director/CEO also a substantial shareholder/unitholder of the Listed Issuer?  — Yes	
✓ No	
Is the Director/CEO notifying in respect of his interests in securities of, or made available the Listed Issuer at the time of his appointment?  Yes (Please proceed to complete Part II)	oy,
✓ No (Please proceed to complete Part III)	
Date of notification to Listed Issuer:	
07-Jul-2014	
07 341 2011	

## Part III - For an incumbent Director/CEO giving notice of an acquisition of, or a change in his interest in, securities of or made available by the Listed Issuer

04	Jul-2014			
0 1	341 2014			
	ate on which Director/CEO became aware of the acquisition of, or change in, interest <b>(1)</b> different from item 1 above, please specify the date):			
04-	Jul-2014			
	planation (if the date of becoming aware is different from the date of acquisition of, or change interest):			
-	pe of securities which are the subject of the transaction (more than one option may boosen):			
✓	Ordinary voting shares/units of Listed Issuer			
	Other types of shares/units (excluding ordinary voting shares/units) of Listed Issuer			
<b>√</b>	Rights/Options/Warrants over shares/units of Listed Issuer			
Debentures of Listed Issuer				
	Rights/Options over debentures of Listed Issuer			
	Contracts over shares of the Listed Issuer which Director/CEO is a party to, or under which he is entitled to a benefit, being contracts under which any person has a right to call for or to make delivery of shares in the Listed Issuer			
	Participatory interests made available by Listed Issuer			
	Others (please specify):			
	umber of shares, units, rights, options, warrants, participatory interests and/or principation of debentures or contracts acquired or disposed of by Director/CEO:			
66,	214 shares			
	nount of consideration paid or received by Director/CEO (excluding brokerage and stampeties):			
0				

7.	Circumstance giving rise to the interest or change in interest:  Acquisition of:  Securities via market transaction  Securities via off-market transaction (e.g. married deals)  Securities via physical settlement of derivatives or other securities  Securities pursuant to rights issue  Securities via a placement
	Securities following conversion/exercise of rights, options, warrants or other convertibles
	Disposal of:  Securities via market transaction  Securities via off-market transaction (e.g. married deals)
	Other circumstances:  ☐ Acceptance of employee share options/share awards  ☑ Vesting of share awards  ☐ Exercise of employee share options  ☐ Acceptance of take-over offer for Listed Issuer  ☐ Corporate action by Listed Issuer (please specify):
	☐ Others (please specify):
0	Overture of interests in according held by Director/CEO before and often the transportion

8. Quantum of interests in securities held by Director/CEO before and after the transaction. Please complete relevant table(s) below (for example, Table 1 should be completed if the change relates to ordinary voting shares of the Listed Issuer; Table 4 should be completed if the change relates to debentures):

Table 1. Change in respect of ordinary voting shares/units of Listed Issuer

Immediately before the transaction	Direct Interest	Deemed Interest	Total
No. of ordinary voting shares/units held:	405,780	0	405,780
As a percentage of total no. of ordinary voting shares/units:	0.0362	0	0.0362
Immediately after the transaction	Direct Interest	Deemed Interest	Total
No. of ordinary voting shares/units held:	471,994	0	471,994

	0.0422	0	0.0422
As a percentage of total no. of ordinary voting shares/units:			

Table 3. Change in respect of rights/options/warrants over shares/units of Listed Issuer

Immediately before the transaction	Direct Interest	Deemed Interest	Total
	67,800 RSP conditional awards (Base Awards) 49,967 final RSP awards pending release	0	67,800 RSP conditional awards (Base Awards) 49,967 final RSP awards pending release
No. of rights/ontions/warrants hold:	78,800 PSP conditional awards (Base Awards)		78,800 PSP conditional awards (Base Awards)
No. of rights/options/warrants held:	33,145 Final PSP awards pending release		33,145 Final PSP awards pending release
	262,200 share options		262,200 share options
	See remarks in item 12		See remarks in item 12
No. (if known) of shares/units underlying the rights/options/ warrants:	See remarks in item 12		See remarks in item 12
Immediately after the transaction	Direct Interest	Deemed Interest	Total
Immediately after the transaction	Direct Interest  67,800 RSP conditional awards (Base Awards) 16,898 final RSP awards pending release	Deemed Interest 0	Total  67,800 RSP conditional awards (Base Awards) 16,898 final RSP awards pending release
Immediately after the transaction  No. of rights/options/warrants held:	67,800 RSP conditional awards (Base Awards) 16,898 final RSP awards pending		67,800 RSP conditional awards (Base Awards) 16,898 final RSP awards
	67,800 RSP conditional awards (Base Awards) 16,898 final RSP awards pending release 78,800 PSP conditional awards (Base Awards)  0 Final PSP awards		67,800 RSP conditional awards (Base Awards) 16,898 final RSP awards pending release
	67,800 RSP conditional awards (Base Awards) 16,898 final RSP awards pending release 78,800 PSP conditional awards (Base Awards)  0 Final PSP awards pending release		67,800 RSP conditional awards (Base Awards) 16,898 final RSP awards pending release  78,800 PSP conditional awards (Base Awards)  0 Final PSP awards
	67,800 RSP conditional awards (Base Awards) 16,898 final RSP awards pending release 78,800 PSP conditional awards (Base Awards)  0 Final PSP awards pending release		67,800 RSP conditional awards (Base Awards) 16,898 final RSP awards pending release 78,800 PSP conditional awards (Base Awards) 0 Final PSP awards pending release

9.	Circumstances giving rise to deemed interests (if the interest is such): [You may attach a chart(s) in item 10 to illustrate how the Director/CEO's deemed interest, as set out in item 8 tables 1 to 8, arises]
10.	Attachments (if any): (1)  (The total file size for all attachment(s) should not exceed 1MB.)
11.	
11.	If this is a <b>replacement</b> of an earlier notification, please provide:  (a) SGXNet announcement reference of the <u>first</u> notification which was announced on SGXNet
	(the "Initial Announcement"):
	(b) Date of the Initial Announcement:
	(c) 15-digit transaction reference number of the relevant transaction in the Form 1 which was attached in the Initial Announcement:
12.	Remarks (if any):
	1. This notice is in respect of 66,214 shares vested and released to Mr William Tan Seng Koon, Chief Executive Officer and Director of SIAEC, under the SIAEC Restricted Share Plan ("RSP") and the SIAEC Performance Share Plan ("PSP") as follows: i) Final release of 16,169 shares in respect of the awards granted in Year 2010 pursuant to the SIAEC RSP. ii) 2nd release of 6,400 shares in respect of the awards granted in Year 2011 pursuant to the SIAEC RSP. iii) 1st release of 10,500 shares in respect of the awards granted in Year 2012 pursuant to the SIAEC RSP. iii) 33,145 shares earned upon achievement of performance targets at the end of the prescribed performance period, set out under the conditional award granted in 2011 pursuant to the SIAEC PSP.  2. In relation to Mr William Tan's 67,800 RSP conditional awards (base awards) for Year 2013, these were granted to him pursuant to the SIAEC Restricted Share Plan ("RSP"). The actual number of RSP final awards of fully paid ordinary shares will range from 0% to 150% of the base awards and is subject to achievements against targets over the two-year performance periods and other terms and conditions being met.  3.In relation to Mr William Tan's 49,967 RSP final awards from 2010-2012, 33,069 was released on 4 July 2014, the balance of the shares will be released to him in accordance with the prescribed vesting schedules.
	4. In relation to Mr William Tan's 78,800 PSP conditional awards (base awards) from 2012-2013, the actual number
	of PSP final awards of fully paid ordinary shares will range from 0% to 200% of the base awards and is subject to achievements against targets over the three-year performance periods and other terms and conditions being met.
	5. In relation to Mr William Tan's 33,145 PSP Final Award for Year 2011, these were fully released on 4 July 2014.
	6. The percentage interest shown in item 8 above are calculated based on 1,119,626,884 issued shares in the capital of SIAEC as at 4 July 2014.
<i>Tr</i>	ansaction Reference Number (auto-generated):  2 3 8 9 7 8 4 1 0 4 1 4 1 9

07-Jul-2014	
	ch Director/CEO became aware of the acquisition of, or change in, interest from item 1 above, please specify the date):
07-Jul-2014	
Explanation in, interest):	(if the date of becoming aware is different from the date of acquisition of, or change
chosen):	curities which are the subject of the transaction (more than one option may be voting shares/units of Listed Issuer
Other typ	es of shares/units (excluding ordinary voting shares/units) of Listed Issuer
✓ Rights/Op	otions/Warrants over shares/units of Listed Issuer
Debentur	es of Listed Issuer
Rights/Op	otions over debentures of Listed Issuer
entitled to	over shares of the Listed Issuer which Director/CEO is a party to, or under which he is a benefit, being contracts under which any person has a right to call for or to make of shares in the Listed Issuer
•	tory interests made available by Listed Issuer
Others (p	lease specify):
	shares, units, rights, options, warrants, participatory interests and/or principa e of debentures or contracts acquired or disposed of by Director/CEO:
120,900 condit	tional awards of fully-paid ordinary shares
Amount of o	consideration paid or received by Director/CEO (excluding brokerage and stamp
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Table	ase complete r	elevant table	(s) below	(for example, Table	before and after the	if the change relates to
	ary voting shares	of the Listed Is	suer; Table 4	4 should be comple	eted if the change relates	s to debentures):
I			ights/optio	ons/warrants ove	er shares/units of Lis	sted Issuer
	e 3. Change ir	n respect of r				
	e 3. Change ir		action	Direct Interest	Deemed Interest	Total
	-		action	Direct Interest	Deemed Interest	lotal
	-		action	Direct Interest	Deemed Interest	Total
	-		action	Direct Interest	Deemed Interest	Total
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	-		action	Direct Interest	Deemed Interest	- Total
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	-		action	Direct Interest	Deemed Interest	Total -
	-		action	Direct Interest	Deemed Interest	- Total

	67,800 RSP conditional awards (Base Awards) 16,898 final RSP awards pending release	0	67,800 RSP conditional awards (Base Awards) 16,898 final RSP awards pending release
No. of rights/options/warrants held:	78,800 PSP conditional awards (Base Awards)		78,800 PSP conditional awards (Base Awards)
	0 PSP Final Awards pending release		0 PSP Final Awards pending release
	262,200 share options		262,200 share options
	See remarks in item 12		See remarks in item 12
No. (if known) of shares/units underlying the rights/options/ warrants:	See remarks in item 12		See remarks in item 12
Immediately after the transaction	Direct Interest	Deemed Interest	Total
	134,600 RSP conditional awards (Base Awards) 16,898 final RSP awards pending release		134,600 RSP conditional awards (Base Awards) 16,898 final RSP awards pending release
No. of rights/options/warrants held:	132,900 PSP conditional awards (Base Awards)		132,900 PSP conditional awards (Base Awards)
TVO. OF FIGURE OPTIONS WATER TO THOSE	0 PSP Final Awards pending release		0 PSP Final Awards pending release
	262,200 share		262,200 share options
	options See remarks in item 12		See remarks in item 12
No. (if known) of shares/units underlying the rights/options/ warrants:	See remarks in item 12		See remarks in item 12

9.	Circumstances giving rise to deemed interests (if the interest is such): [You may attach a chart(s) in item 10 to illustrate how the Director/CEO's deemed interest, as set out in item 8 tables 1 to 8, arises]

10.	Atta	chments (if any): 🕤
	IJ	(The total file size for all attachment(s) should not exceed 1MB.)
11.		s is a <b>replacement</b> of an earlier notification, please provide:
	(a)	SGXNet announcement reference of the <u>first</u> notification which was announced on SGXNet (the "Initial Announcement"):
	(b)	Date of the Initial Announcement:
	(c)	15-digit transaction reference number of the relevant transaction in the Form 1 which was
	(0)	attached in the Initial Announcement:
12.	Rem	narks ( <i>if any</i> ):
		orsuant to the Company's share-based compensation plans, Mr William Tan Seng Koon, Chief Executive Officer Director of SIAEC, has been granted the following conditional share awards:-
	Restr to 15	,800 conditional awards of fully-paid ordinary shares ("RSP Base Awards") granted pursuant to the SIAEC icted Share Plan ("RSP"). The actual number of RSP Final awards of fully paid ordinary shares will range from 0% 0% of the RSP Base Awards and is subject to achievements against targets over the two-year performance do and other terms and conditions being met.
	Perfo	I,100 conditional awards of fully-paid ordinary shares ("PSP Base Awards") granted pursuant to the SIAEC ormance Share Plan ("PSP"). The actual number of PSP Final awards of fully paid ordinary shares will range from 200% of the PSP Base Awards and is subject to achievements against targets over the three-year performance adds and other terms and conditions being met.
	of RS	relation to Mr William Tan's 134,600 RSP conditional awards (base awards) from 2013-2014, the actual number P final awards of fully paid ordinary shares will range from 0% to 150% of the base awards and is subject to evements against targets over the two-year performance periods and other terms and conditions being met.
		ation to Mr William Tan's 16,898 RSP final awards from 2011-2012 which are pending release, the shares will be sed to him in accordance with the prescribed vesting schedules.
	of PS	relation to Mr William Tan's 132,900 PSP conditional awards (base awards) from 2012-2014, the actual number P final awards of fully paid ordinary shares will range from 0% to 200% of the base awards and is subject to evements against targets over the three-year performance periods and other terms and conditions being met.
		relation to Mr William Tan's 262,200 share options, these were granted to him pursuant to the SIAEC Employee e Option Plan.
T.,		tion Defending Number (outs managed a)
		tion Reference Number (auto-generated):
6	1 2	
Ite	m 13 i	s to be completed by an individual submitting this notification form on behalf of the Director/CEO.
13.	Part	iculars of Individual submitting this notification form to the Listed Issuer:

(a)	Name of Individual:
	Devika Rani Davar
(b)	Designation (if applicable):
	Company Secretary
(c)	Name of entity (if applicable):
	SIA Engineering Company Limited