(Incorporated in the Republic of Singapore)

CHANGES TO THE COMPOSITION OF THE BOARD AND OTHER BOARD COMMITTEES

SIA Engineering Company Limited ("the Company") refers to the announcement on 26 December 2025 on the appointment of Mr Lim Serh Ghee as a Non-Executive and Independent Director and as a member of the Board Safety & Risk Committee and the Innovation & Technology Committee with effect from 1 January 2026.

Mr Ng Chee Khern, who is a Non-Executive and Independent Director, will also be appointed as a member of the Compensation & HR Committee with effect from the same date.

With the above appointments, the composition of the Board and Board Committees of the Company with effect from 1 January 2026 will be as follows:

Board Composition	
Tang Kin Fei	Chairman, Non-Executive and Independent
Goh Choon Phong	Non-Executive and Non-Independent Director
Wee Siew Kim	Non-Executive and Independent Director
Chua Bin Hwee	Non-Executive and Independent Director
Lim Kong Puay	Non-Executive and Independent Director
Chong Chuan Neo	Non-Executive and Independent Director
Tan Tze Gay	Non-Executive and Independent Director
Tan Kai Ping	Non-Executive and Non-Independent Director
Ng Chee Khern	Non-Executive and Independent Director
Lim Serh Ghee	Non-Executive and Independent Director
Chin Yau Seng	Chief Executive Officer and Non-Independent Director

Board Committee	**Composition**
Audit Committee	Chua Bin Hwee (Chairman) Lim Kong Puay Chong Chuan Neo Tan Tze Gay Ng Chee Khern

Board Committee	Composition
Board Safety & Risk Committee	Lim Kong Puay (Chairman) Wee Siew Kim Tan Kai Ping Ng Chee Khern Lim Serh Ghee
Nominating Committee	Tang Kin Fei (Chairman) Chong Chuan Neo Tan Kai Ping
Compensation & HR Committee	Tang Kin Fei (Chairman) Goh Choon Phong Wee Siew Kim Ng Chee Khern
Executive Committee	Tang Kin Fei (Chairman) Goh Choon Phong Chua Bin Hwee Chin Yau Seng
Board Sustainability Committee	Chong Chuan Neo (Chairman) Chua Bin Hwee Tan Tze Gay Chin Yau Seng
Innovation & Technology Committee	Tan Kai Ping (Chairman) Lim Kong Puay Chong Chuan Neo Chin Yau Seng Lim Serh Ghee

BY ORDER OF THE BOARD

Lu Ling Ling
Company Secretary
26 December 2025
Singapore