GRANT OF ORDINARY SHARES PURSUANT TO THE SIA ENGINEERING COMPANY RESTRICTED SHARE PLAN 2024 ("RSP 2024") AND PERFORMANCE SHARE PLAN 2024 ("PSP 2024")

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 2024 and PSP 2024 as follows:

		RSP 2024	**PSP 2024**
(a)	**Date of grant**	7 July 2025	7 July 2025
(b)	**Total number of share awards granted**	1,860,224 shares	813,600 shares
(c)	**Market price (last done price) of shares on the date of grant**	S$3.14	S$3.14
(d)	**Number of share awards granted to directors and controlling shareholders (and their associates), if any**	Mr Chin Yau Seng (CEO and Director) Initial Award – 145,800	Mr Chin Yau Seng (CEO and Director) Initial Award – 175,800
(e)	**Vesting of shares**	The actual number of RSP final awards of fully paid ordinary shares will range from 0% to 150% of the RSP Initial 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 Initial Awards and is subject to achievements against targets over a three-year performance period and other terms and conditions being met.

Issued by:
SIA Engineering Company Limited
7 July 2025