

SINGAPORE TECHNOLOGIES ENGINEERING LTD

(Co. Regn. No. 199706274H)

**GRANT OF CONTINGENT AWARD OF SHARES PURSUANT TO THE
SINGAPORE TECHNOLOGIES ENGINEERING PERFORMANCE SHARE PLAN 2020 AND
SINGAPORE TECHNOLOGIES ENGINEERING RESTRICTED SHARE PLAN 2020**

In accordance with Rule 704(29) of the Listing Manual, Singapore Technologies Engineering Ltd (the “**Company**”) hereby announces the details of the grant of contingent award of ordinary shares (“**Award**”) in the capital of the Company pursuant to the following share plans:

(A) Singapore Technologies Engineering Performance Share Plan 2020 (“PSP2020”)

a	Date of Award under the PSP2020	21 March 2024
b	Number of Shares of the Award granted under PSP2020	2,746,927*
c	Market price of each share under the Award on the date of grant	\$ 3.970
d	Number of shares granted to each director under the Award	520,865* shares granted to Mr Vincent Chong
e	Validity Period of the Award	Performance period from 1 January 2024 to 31 December 2026 Upon achievement of pre-set performance conditions, actual shares to vest in 2027

* The figure represents 100% of the Award. The actual shares to be awarded at the vesting date could range from 30% to 170%, depending on the level of achievement against the pre-set performance conditions.

(B) Singapore Technologies Engineering Restricted Share Plan 2020 (“RSP2020”)

a	Date of Award under the RSP2020	21 March 2024
b	Number of Shares of the Award granted under RSP2020	7,930,953
c	Market price of each share under the Award on the date of grant	\$3.970
d	Number of shares granted to each director under the Award	241,777 granted to Mr Vincent Chong
e	Validity Period of the Award	Performance period from 1 January 2024 to 31 December 2024 Upon achievement of pre-set performance conditions, actual shares will be vested from 2025 to 2028

Singapore,
21 March 2024