

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 2025
b	Number of Shares of the Award granted under PSP2020	2,241,872*
c	Market price of each share under the Award on the date of grant	\$6.620
d	Number of shares granted to each director under the Award	472,635* shares granted to Mr Vincent Chong Sy Feng
e	Validity Period of the Award	Performance period from 1 January 2025 to 31 December 2027 Upon achievement of pre-set performance conditions, actual shares to vest in 2028

* 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 Performance Share Plan 2020 (“**PSP2020**”)

a	Date of Award under the PSP2020	21 March 2025
b	Number of Shares of the Award granted under PSP2020	517,970*
c	Market price of each share under the Award on the date of grant	\$6.620
d	Number of shares granted to each director under the Award	71,429* shares granted to Mr Vincent Chong Sy Feng
e	Validity Period of the Award	Performance period from 1 January 2025 to 31 December 2030 Upon achievement of pre-set performance conditions, actual shares to vest in 2031

* 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.

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

a	Date of Award under the RSP2020	21 March 2025
b	Number of Shares of the Award granted under RSP2020	7,889,452
c	Market price of each share under the Award on the date of grant	\$6.620
d	Number of shares granted to each director under the Award	234,831 granted to Mr Vincent Chong Sy Feng
e	Validity Period of the Award	Performance period from 1 January 2025 to 31 December 2025 Upon achievement of pre-set performance conditions, actual shares will be vested from 2026 to 2029

Singapore,
21 March 2025