

GRANT OF AWARDS AND SHARE OPTIONS PURSUANT TO THE RAFFLES MEDICAL GROUP (2020) PERFORMANCE SHARE PLAN AND RAFFLES MEDICAL GROUP (2020) SHARE OPTION SCHEME

Pursuant to Rule 704 (29) of the SGX-ST Listing Manual, the Board of Directors of Raffles Medical Group Ltd (the **Company**) wishes to announce that the Company has on 8 September 2025 made an offer to grant awards and options pursuant to the Raffles Medical Group (2020) Performance Share Plan (**RMG PSP 2020**) and Raffles Medical Group (2020) Share Option Scheme (**RMG ESOS 2020**) respectively. The details of the said grants are as follows:-

		RMG PSP 2020	RMG ESOS 2020
(a)	Date of Grant	8 September 2025	8 September 2025
(b)	Exercise price of options granted	Not applicable	S\$1.01 The exercise price is based on the average of the last dealt prices for a share, as determined by reference to the daily official list published by the SGX-ST for a period of three (3) consecutive Market Days immediately preceding the Date of Grant.
(c)	Number of shares/options granted	900,000	10,250,000
(d)	Market price of its securities on the Date of Grant	S\$1.02	S\$1.02
(e)	Number of shares/options granted to each director of the Company (and their associates)		
	Name of Directors	Number of Shares Granted	Number of Options Granted
	(1) Mr Lew Yoong Keong Allen	-	350,000
	(2) Mr Tan Soo Nan	-	240,000
	(3) Mr Tan Wern Yuen	-	240,000
	(4) Ms Chong Chuan Neo	-	240,000
	(5) Professor Sung Jao Yiu	-	240,000
	(6) Mr Olivier Lim Tse Ghow	-	240,000
	(7) Mr Lim Sim Seng	-	240,000
	Name of Associate of Directors	Number of Shares Granted	Number of Options Granted
	Dr Foo Tun Lin, Consultant, Raffles Orthopaedic Centre (Spouse of Dr Sarah Lu Qinghui)	-	100,000
(f)	Number of shares/options granted to controlling shareholders and each of their associates	NIL	NIL
(g)	Validity period of the options granted	Not applicable	<u>For employees:</u> The options granted will expire at the end of 10 years from the Date of Grant. <u>For non-employees:</u> The options granted will expire at the end of 5 years from the Date of Grant.
(h)	Vesting period of the shares comprised in the awards / options	<u>Expiry date for employees:</u> First 50% : 8 September 2027 Balance 50% : 8 September 2028 Subject to satisfaction of any applicable performance conditions by each participant.	<u>Vesting date for employees:</u> First 30%* : 8 September 2027 Next 30%* : 8 September 2028 Balance : 8 September 2029 * <i>Rounded up to the nearest 1,000 options</i> <u>Vesting date for non-employees:</u> 100% : 8 September 2026 Subject to satisfaction of any applicable performance conditions by each participant.

By Order of the Board

Kimmy Goh
Company Secretary
8 September 2025