



**GRANT OF AWARD OF ORDINARY SHARES PURSUANT TO THE SIA
ENGINEERING COMPANY RESTRICTED SHARE PLAN 2014 (“RSP 2014 Plan”)
AND PERFORMANCE SHARE PLAN 2014 (“PSP 2014 Plan”)**

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 an employee pursuant to the Company’s RSP 2014 Plan and PSP 2014 Plan as follows:

		RSP 2014 Plan	PSP 2014 Plan
(a)	Date of grant	25 Jan 2023	25 Jan 2023
(b)	Total number of share awards granted	4,700 shares (RSP Base Award)	4,000 shares (PSP Base Award)
(c)	Market price (last done price) of shares on the date of grant	S\$2.48	S\$2.48
(d)	Number of share awards granted to each director and controlling shareholder (and their associates), if any	Nil	Nil
(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 Base 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 Base Awards and is subject to achievements against targets over a three-year performance period and other terms and conditions being met.

BY ORDER OF THE BOARD
Lu Ling Ling
Company Secretary
25 January 2023
Singapore