

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	20 March 2026
b	Number of Shares of the Award granted under PSP2020	870,610*
c	Market price of each share under the Award on the date of grant	\$10.940
d	Number of shares granted to each director under the Award	171,376* shares granted to Mr Vincent Chong Sy Feng
e	Validity Period of the Award	Performance period from 1 January 2026 to 31 December 2028 Upon achievement of pre-set performance conditions, actual shares to vest in 2029

* 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	20 March 2026
b	Number of Shares of the Award granted under PSP2020	692,049*
c	Market price of each share under the Award on the date of grant	\$10.940
d	Number of shares granted to each director under the Award	176,905* shares granted to Mr Vincent Chong Sy Feng
e	Validity Period of the Award	Performance period from 1 January 2026 to 31 December 2031 Upon achievement of pre-set performance conditions, actual shares to vest in 2032

* 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	20 March 2026
b	Number of Shares of the Award granted under RSP2020	4,487,974
c	Market price of each share under the Award on the date of grant	\$10.940
d	Number of shares granted to each director under the Award	130,084 granted to Mr Vincent Chong Sy Feng
e	Validity Period of the Award	Performance period from 1 January 2026 to 31 December 2026 Upon achievement of pre-set performance conditions, actual shares will be vested from 2027 to 2030

Singapore,
20 March 2026