



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

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 its employees pursuant to the Company’s RSP 2014 and PSP 2014 as follows:

		DSA Under RSP 2014	RSP 2014	PSP 2014
(a)	Date of grant	7 July 2022	7 July 2022	7 July 2022
(b)	Total number of share awards granted	656,351 shares	1,258,890 shares	357,500 shares
(c)	Market price (last done price) of shares on the date of grant	S\$2.40	S\$2.40	S\$2.40
(d)	Number of share awards granted to directors and controlling shareholders (and their associates), if any	Mr Ng Chin Hwee (CEO and Director) Base Award – 169,762	Mr Ng Chin Hwee (CEO and Director) Base Award – 143,300	Mr Ng Chin Hwee (CEO and Director) Base Award – 175,200
(e)	Vesting of shares	Based on the relevant share settlement of the FY2021/22 Strategic Transformational Incentive Plan (“STIP”), the Base Award will vest with 1/3 rd vesting immediately upon the date of grant, and the balance at 1/3 rd over the next 2 years. On the final Vesting Date, there will be an additional equity kicker (Final Award) equivalent to 20% of the Base Award.	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.