



## GRANT OF DEFERRED SHARE AWARDS (“DSA”) PURSUANT TO THE SIA ENGINEERING COMPANY RESTRICTED SHARE PLAN 2024 (“RSP 2024”)

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 2024 as follows:

		DSA Under RSP 2024
(a)	Date of grant	4 July 2025
(b)	Total number of share awards granted	643,775 shares
(c)	Market price (last done price) of shares on the date of grant	S\$3.13
(d)	Number of share awards granted to directors and controlling shareholders (and their associates), if any	Mr Chin Yau Seng (CEO and Director) Initial Award – 124,225
(e)	Vesting of shares	Based on the relevant share settlement of the FY2024/25 Strategic Shares Award (“SSA”), the Initial Award will vest with 1/3 <sup>rd</sup> vesting immediately upon the date of grant, and the balance at 1/3 <sup>rd</sup> over the next 2 years. On the final Vesting Date, there will be an additional equity kicker (Final Award) equivalent to 20% of the Initial Award.

Issued by:  
SIA Engineering Company Limited  
4 July 2025