GRANT 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:

		RSP 2014	PSP 2014
(a)	**Date of grant**	7 July 2023	7 July 2023
(b)	**Total number of share awards granted**	1,782,134 shares	525,600 shares
(c)	**Market price (last done price) of shares on the date of grant**	S$2.45	S$2.45
(d)	**Number of share awards granted to directors and controlling shareholders (and their associates), if any**	Mr Ng Chin Hwee (CEO and Director) Initial Award – 167,100 Mr Chin Yau Seng (CEO-Designate and Director) Initial Award – 74,600	Mr Ng Chin Hwee (CEO and Director) Initial Award – 204,300 Mr Chin Yau Seng (CEO-Designate and Director) Initial Award – 91,600
(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 Initial 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 Initial Awards and is subject to achievements against targets over a three-year performance period and other terms and conditions being met.

Issued by:
SIA Engineering Company Limited
7 July 2023 (amended on 22 May 2024)