



DISA Limited  
 (Company Registration No. 197501110N)  
 (Incorporated in the Republic of Singapore)  
 ("Company" and together with its subsidiaries, the "Group")

## NEW VESTING PERIOD OF OUTSTANDING OPTIONS GRANTED UNDER DISA EMPLOYEE SHARE OPTION SCHEME 2010

The Board of Directors of DISA Limited (the "**Company**") wishes to announce that the options previously granted by the Company to its employees and directors after October 2017 under the DISA Employee Share Option Scheme 2010 (the "**ESOS 2010**") are subjected to a new vesting period ("**New Vesting Period**").

### Rationale for the New Vesting Period

The New Vesting Period gives the Company an opportunity to improve employee retention by adjusting the vesting period, as permitted under the terms of the ESOS 2010. This will serve to create better retention of talent and knowledge, thereby maximising shareholders' value.

All holders of the options granted after October 2017 (the "**Participants**") will be subject to the new vesting schedule as follows:

	Existing vesting period	New Vesting Period		
		Vesting schedule	Percentage of options which are exercisable	
			Directors	Employees
Options which are exercisable at no discount to the market price	Exercisable , in whole or in part, after the first anniversary of the date of grant and expiring at the end of one hundred and twenty (120) months from the date of grant	On or after the first anniversary of the date of grant	33.3%	25%
		On or after the second anniversary of the date of grant	33.3%	25%
		On or after the third anniversary of the date of grant	33.4%	25%
		On or after the fourth anniversary of the date of grant	Not applicable	25%
		Options which are exercisable at a discount to the market price	Exercisable , in whole or in part, after the second anniversary of the date of grant and expiring at the end of one hundred and twenty (120) months from the date of grant	On or after the first anniversary of the date of grant
		On or after the second anniversary of the date of grant	33.3%	25%
		On or after the third anniversary of the date of grant	33.3%	25%
		On or after the fourth anniversary of the date of grant	33.4%	25%
		On or after the fifth anniversary of the date of grant	Not applicable	25%

## Financial Effects

The auditors are still reviewing the financial impact arising from the adoption of the New Vesting Period. The Company will release a further announcement to update the shareholders of the Company if there is any material financial impact to the current financial year ended 30 June 2019 and the previous financial year ended 30 June 2018.

For the avoidance of doubt, the number of shares to be issued upon exercise of the options (if any) will remain the same.

## Interests of Directors and Substantial Shareholders

The Participants are employees of the Company and also our Directors, Mr Toh Hock Ghim, Mr Lau Kay Heng, Mr Kan Ah Chye, Mr Lim Soon Hock and Mr Derek Loh Eu Tse who hold 10.0 million, 5.0 million, 2.5 million, 2.5 million and 2.5 million options under the ESOS 2010 respectively who have abstained from the deliberations and approvals in relation to the New Vesting Period.

Save for the above, none of the Directors and Substantial Shareholders has any interest (direct or indirect) in the New Vesting Period.

## **BY ORDER OF THE BOARD**

Chng Weng Wah  
Managing Director  
27 August 2019

*This announcement has been reviewed by the Company's Sponsor, SAC Capital Private Limited ("**Sponsor**"). This announcement has not been examined or approved by the Singapore Exchange Securities Trading Limited ("**SGX-ST**") and the SGX-ST assumes no responsibility for the contents of this announcement including the correctness of any of the statements or opinions made or reports contained in this announcement.*

*The contact person for the Sponsor is Mr. Ong Hwee Li (Registered Professional, SAC Capital Private Limited).  
Address: 1 Robinson Road, #21-00 AIA Tower, Singapore 048542. Telephone number: +65 6232 3210*