

FY2025 DIVIDEND PLAN AND NEW DIVIDEND POLICY EFFECTIVE FOR FY2026 AND ONWARDS

The Board of Directors of Singapore Technologies Engineering Ltd (the “Company”) wishes to announce its dividend plan for the financial year ending 31 December 2025 (“FY2025”) and a new dividend policy that will be effective for the financial year ending 31 December 2026 (“FY2026”) and onwards.

FY2025 Dividend Plan

For the previous financial year ended 31 December 2024, the proposed total dividend is 17.0 cents per share. This includes a final dividend of 5.0 cents per share, which is subject to shareholder approval at the 2025 Annual General Meeting (“AGM”) to be held on 24 April 2025.

For FY2025, given current robust retained earnings and a strong five-year outlook, the Company plans to propose an increase in the total dividend to 18.0 cents per share, comprising:

- an interim dividend of 4.0 cents per share for each of the first three quarters; and
- a final dividend of 6.0 cents per share, which will be subject to shareholder approval at the 2026 AGM.

As and when the Board declares an interim dividend for the first three quarters of FY2025, the Company will announce the relevant record date and payment date on SGXNet. The final dividend, which is scheduled for payment in May 2026, is subject to shareholder approval at the 2026 AGM scheduled to be held in April 2026. The record date and payment date for this final dividend will be announced in conjunction with the release of the Group’s full year results for FY2025.

New Dividend Policy – Effective for FY2026 and onwards

The Company is targeting further growth in revenue, operating cash flow and net profit with an objective to improve total shareholders’ return (TSR). It intends to re-invest for growth while rewarding shareholders with dividends as described below.

Barring unforeseen circumstances, as the Company achieves progressively higher full-year net profit, it will pay out about 1/3 of its *year-on-year increase* in net profit as *incremental* dividends. The Company will pay dividends on a quarterly basis.

By Order of the Board

Tan Wan Hoon
Company Secretary
18 March 2025

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