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## GRANT OF SHARE AWARDS PURSUANT TO THE SOILBUILD CONSTRUCTION PERFORMANCE SHARE PLAN

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The directors of Soilbuild Construction Group Ltd. (the “**Company**”) wish to announce the following details pertaining to the grant of share awards (the “**2015 Awards**”) pursuant to the Soilbuild Construction Performance Share Plan (the “**PSP**”) to:

- (a) eligible executives of the Company; and
- (b) Mr Lim Chap Huat (the Executive Chairman and who is regarded as a controlling shareholder in relation to the Company), this being subject to the approval by independent shareholders of the Company for the grant of such 2015 Award to Mr Lim Chap Huat, at the forthcoming annual general meeting (“**AGM**”).

The details of the Awards are set out below:

- (i) **Date of grant** : 31 March 2015
- (ii) **Aggregate number of shares under the 2015 Awards** : Up to 6,782,000<sup>(1)</sup>
- (iii) **Market price (last done price) of securities on the date of grant** : S\$0.245, being the last traded price of the Company’s shares on 31 March 2015
- (iv) **Release and vesting of the 2015 Awards** : 40% in 2016, 30% in 2017 and 30% in 2018<sup>(2)</sup>

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*The initial public offering of the Company was sponsored by United Overseas Bank Limited (the “**Issue Manager**”). The Issue Manager assumes no responsibility for the contents of this Announcement.*

- (v) **Aggregate number of shares under the 2015 Awards granted to each director and controlling shareholder of the Company (and each of their associates)** :
- (1) Up to 2,730,000<sup>(1)</sup> to Mr Lim Chap Huat (Executive Chairman)
  - (2) Up to 2,800,000<sup>(1)</sup> to Mr Ho Toon Bah (Executive Director)

**Notes:**

- (1) The aggregate number of shares to be finally awarded to the participants will be based on the achievement of certain predetermined performance targets as determined by the Remuneration Committee of the Company ("**Committee**") administering the PSP or otherwise in accordance with the rules of the PSP.
- (2) The shares which are the subject of the 2015 Awards will be released to a participant after the vesting period if certain predetermined performance targets as determined by the Committee administering the PSP are achieved or otherwise in accordance with the rules of the PSP.

A circular to shareholders containing further details on the grant of 2015 Award to Mr Lim Chap Huat and the notice of AGM will be despatched to shareholders in due course.

BY ORDER OF THE BOARD  
SOILBUILD CONSTRUCTION GROUP LTD.

Ho Toon Bah  
Executive Director

31 March 2015