

## Annex A

Name of Director : NEIL MCGREGOR

### Shareholding interest in the listed issuer and its subsidiaries

Name of Company / Related Companies	Shareholdings	
	Description (class of shares, debentures, securities and options and their par value, also state if fully paid or otherwise)	Number of shares as at 10.3.2020
Sembcorp Industries Ltd	Ordinary shares fully paid	360,875
	Conditional award of performance shares & restricted shares :-	
	- Conditional award of 429,553 performance shares to be delivered after 2019 (Note 1a)	Up to 644,330
	- Conditional award of 638,000 performance shares to be delivered after 2020 (Note 1b)	Up to 957,000
	- Conditional award of 740,000 performance shares to be delivered after 2021 (Note 1c)	Up to 1,110,000
	- Conditional award of 416,667 restricted shares to be delivered after 2018 (Note 2)	172,222
	Grant of Award of 287,051 restricted shares to be delivered between 2019 to 2022 (Note 3)	215,288
Sembcorp Marine Ltd	Ordinary shares fully paid	15,700

**Note 1:** The actual number delivered will depend on the achievement of set targets over a 3-year performance period as indicated below. Achievement of targets below threshold level will mean no performance shares will be delivered, while achievement up to 150% will mean up to 1.5 times the number of conditional performance shares awarded could be delivered:-

- a) Period from 2017 to 2019
- b) Period from 2018 to 2020
- c) Period from 2019 to 2021

**Note 2:** The actual number to be released will depend on the achievement of set targets at the end of the 2-year performance period from 2017 to 2018. Achievement of targets below threshold level will mean no restricted shares will be delivered, while achievement up to 150% will mean up to 1.5 times the number of conditional restricted shares awarded could be delivered.

On 28 March 2019, 86,112 SCI shares (1st release of the 1/3 of 258,334 shares) were vested under the award and the remaining 172,222 shares will be vested in 2020 and 2021.

**Note 3:** With effect from FY2019, restricted shares will be granted based on financial performance and corporate objectives achieved in the preceding year.

On 28 March 2019, 71,763 SCI shares (1<sup>st</sup> release of the ¼ of 287,051 shares) were vested under the award and the remaining 215,288 shares will be vested in 2020 to 2022.