

# Additional Information on Directors Seeking Re-election

Name of director	Tow Heng Tan	Yap Chee Keong	Manu Bhaskaran	Prof Uwe Krueger
Date of appointment	June 1, 2021	October 1, 2016	July 1, 2024	October 1, 2024
Date of last re-appointment	April 21, 2022	April 20, 2023	N.A.	N.A.
Age	69	64	66	60
Country of principal residence	Singapore	Singapore	Singapore	Switzerland
The board's comments on this appointment (including rationale, selection criteria, board diversity considerations, as well as the search and nomination process)	The process for the re-election of directors is set out in the Corporate Governance Statement	The process for the re-election of directors is set out in the Corporate Governance Statement	The process for the re-election of directors is set out in the Corporate Governance Statement	The process for the re-election of directors is set out in the Corporate Governance Statement
Whether appointment is executive, and if so, the area of responsibility	No	No	No	No
Job title (e.g., Lead ID, AC Chairman, AC Member etc.)	Chairman Non-executive & Non-independent Director  <b>Chairman</b> • Executive Committee  <b>Member</b> • Executive Resource & Compensation Committee • Nominating Committee	Non-executive & Independent Director  <b>Chairman</b> • Audit Committee  <b>Member</b> • Risk Committee	Non-executive & Independent Director	Non-executive & Non-independent Director
Professional qualifications	Chartered Accountant, Institute of Singapore Chartered Accountants  <b>Fellow of:</b> • Association of Chartered Certified Accountants, UK • Chartered Institute of Management Accountants, UK	Bachelor of Accountancy, National University of Singapore  <b>Fellow of:</b> • Institute of Singapore Chartered Accountants • CPA Australia • Singapore Institute of Directors	Bachelor of Arts (Honours), University of Cambridge  Master of Arts (MA (Cantab)), University of Cambridge  Master in Public Administration, Harvard University  Chartered Financial Analyst	Degree in Physics and Business Administration, University of Frankfurt  PhD in Physics, University of Frankfurt  Honorary Doctorate, Heriot Watt University  Honorary Professor of Physics, Johann Wolfgang Goethe University
Working experience and occupation(s) during the past 10 years	<b>Pavilion Capital International</b> • Chief Executive Officer (2012 – present)	<b>The Straits Trading Company</b> • Executive Director (2013–2014)  Company director of various companies	<b>Centennial Asia Advisors</b> • Founding CEO (2002 – present)	<b>Temasek International</b> • Vice Chairman, Europe, Middle East and Africa (EMEA) (2024 – present) • Head of Industrials, Business Services, Energy & Resources and Head of EMEA (2018–2024)  <b>WS Atkins PLC</b> • Chief Executive Officer (2011–2017)
Shareholding interest in the listed issuer and its subsidiaries	<b>Sembcorp Industries</b> • 55,600 ordinary shares (direct interest) • 22,715 ordinary shares* (deemed interest)  * Deemed interest in the shares registered in the name of his wife	<b>Sembcorp Industries</b> 143,600 ordinary shares*  * All shares are registered in the name of DBS Nominees Pte Ltd	Nil	Nil
Any relationship (including immediate family relationships) with any existing director, existing executive officer, the issuer and / or substantial shareholder of the listed issuer or of any of its principal subsidiaries	Chief Executive Officer of Pavilion Capital International, wholly-owned by Temasek Holdings, which is a substantial shareholder of the Company	Nil	Nil	Vice Chairman, EMEA, Temasek International, a related corporation of the substantial shareholder of the Company
Conflict of interest (including any competing business)	No	No	No	No
Undertaking (in the format set out in Appendix 7.7) under Rule 720(1) has been submitted to the listed issuer	Yes	Yes	Yes	Yes

## Additional Information on Directors Seeking Re-election

### Other Principal Commitments Including Directorships

Name of director	Tow Heng Tan	Yap Chee Keong	Manu Bhaskaran	Prof Uwe Krueger
Past (for the last five years)	<ul style="list-style-type: none"> <li>Autumn Bloom Investments</li> <li>Fullerton Financial Holdings</li> <li>Keppel Capital Holdings</li> </ul>	<ul style="list-style-type: none"> <li>Bayberry</li> <li>Certis CISCO Security</li> <li>Citibank Singapore</li> <li>Maxeon Solar Technologies</li> <li>Mediacorp</li> <li>Olam International</li> </ul>	<ul style="list-style-type: none"> <li>CIMB Investment Bank</li> <li>IFS Capital</li> <li>Jebsen &amp; Jessen</li> <li>MinorCap</li> <li>Shining Star Solutions and Services</li> </ul>	<ul style="list-style-type: none"> <li>Aggreko plc</li> <li>Ontex S.A.</li> <li>Swiss Federal Nuclear Commission</li> </ul>
Present	<p><b>Listed companies</b></p> <ul style="list-style-type: none"> <li>Sembcorp Industries</li> </ul> <p><b>Others</b></p> <ul style="list-style-type: none"> <li>MOH Holdings (Member, Investment Committee)</li> <li>National Healthcare Group</li> <li>Pavilion Capital Holdings Group of Companies</li> <li>Temasek Trust</li> <li>True Light Fund I (Member, Investment Committee)</li> <li>TTAM Holdings Group of Companies</li> </ul>	<p><b>Listed companies</b></p> <ul style="list-style-type: none"> <li>Olam Group</li> <li>Seatrium</li> <li>Sembcorp Industries</li> <li>Shangri-La Asia</li> </ul> <p><b>Others</b></p> <ul style="list-style-type: none"> <li>Ensign Infosecurity</li> <li>PIL Group</li> <li>Sing Life Holdings Group</li> <li>The Assembly of Christians of Singapore</li> </ul>	<p><b>Listed companies</b></p> <ul style="list-style-type: none"> <li>Japfa</li> <li>Niks Professional</li> <li>Sembcorp Industries</li> </ul> <p><b>Others</b></p> <ul style="list-style-type: none"> <li>Aspen Networks Inc</li> <li>Centennial Asia Advisors</li> <li>Centennial Group Holdings LLC</li> <li>LCPL Partners VCC</li> <li>Luminor Capital</li> </ul>	<p><b>Listed companies</b></p> <ul style="list-style-type: none"> <li>Sembcorp Industries</li> </ul> <p><b>Others</b></p> <ul style="list-style-type: none"> <li>Element Materials Technology</li> <li>Gategroup Holding AG</li> </ul>

### Information Required Pursuant to Listing Rule 704(7)

Confirmation under items (a) to (k) in Appendix 7.4.1 of the SGX-ST Listing Manual	Confirmed that all responses to be "No"	Confirmed that all responses to be "No"	Confirmed that all responses to be "No" except for item (k). Mr Bhaskaran was convicted on three counts under the Official Secrets Act on March 31, 1994. He was fined S\$2,000 on each count.	Confirmed that all responses to be "No"