


Notice of a Director's (including a director who is a substantial shareholder) Interest and Change in Interest *

* Asterisks denote mandatory information

Name of Announcer *	SINGTEL
Company Registration No.	199201624D
Announcement submitted on behalf of	SINGTEL
Announcement is submitted with respect to *	SINGTEL
Announcement is submitted by *	Chan Su Shan (Ms)
Designation *	Company Secretary
Date & Time of Broadcast	26-Jun-2012 07:47:34
Announcement No.	00006

 >> **Announcement Details**

The details of the announcement start here ...

 >> **PART I [Please complete this part]**

- Date of notice to issuer *
- Name of Director *
- Please tick one or more appropriate box(es): *

- Notice of a Director's (including a director who is a substantial shareholder) Interest and Change in Interest. [Please complete Part II and IV]

 >> **PART II**

- Date of change of Interest
- Name of Registered Holder
- Circumstance(s) giving rise to the interest or change in interest
 # Please specify details
- Information relating to shares held in the name of the Registered Holder

No. of <u>Shares</u> held before the change	4,390,513
As a percentage of issued share capital	0.0275 %
No. of Shares which are subject of this notice	0
As a percentage of issued share capital	0 %
Amount of consideration (excluding brokerage and stamp duties) per share paid or received	0
No. of Shares held after the change	4,390,513
As a percentage of issued share capital	0.0275 %

 >> **PART III**

1.	Date of change of <u>[Select Option]</u>	
2.	The change in the percentage level	From % To %
3.	Circumstance(s) giving rise to the interest or change in interest	[Select Option]
	# Please specify details	
4.	A statement of whether the change in the percentage level is the result of a transaction or a series of transactions:	

>> PART IV


1. Holdings of Director , including direct and deemed interest :

	Direct	Deemed
No. of shares held before the change	4,390,513	10,065,814
As a percentage of issued share capital	0.0275 %	0.0631 %
No. of shares held after the change	4,390,513	11,457,822
As a percentage of issued share capital	0.0275 %	0.0719 %

Footnotes

Note: The deemed interest of 11,457,822 ordinary shares includes:
 (i) 6,805,147 ordinary shares held by DBS Trustee Limited ("DBS Trustee"), the trustee of a trust established to purchase shares in Singapore Telecommunications Limited ("SingTel") for the benefit of eligible SingTel employees under the SingTel Performance Share Plan. The SingTel shares purchased by DBS Trustee pursuant to the trust are held for the benefit of all such eligible employees and vest in such employees subject to meeting performance hurdles detailed in the respective award letters. Pursuant to the Companies Act, Chua Sock Koong is deemed to be interested in the SingTel shares held by DBS Trustee pursuant to the trust;
 (ii) 28,137 ordinary shares held by Lee Swee Kiat, spouse of Chua Sock Koong; and
 (iii) an aggregate of up to 4,624,538 ordinary shares in SingTel awarded to Chua Sock Koong pursuant to the SingTel Performance Share Plan, subject to certain performance conditions being met and other terms and conditions.

Attachments

 [DecForm-csk-20120626award-ann1and2.pdf](#)
 Total size = **18K**
 (2048K size limit recommended)

Close Window

Performance Conditions

In respect of the 119,024 shares (the “Restricted Share Award”), vesting is subject to the rules of the SingTel Performance Share Plan and other terms and conditions, including the performance criteria set out below.

The performance criteria for the Restricted Share Award will be based on SingTel Group’s Net Profit After Tax (“Group NPAT”) and Free Cash Flow (“Group FCF”) during the Performance Period (1 April 2012 – 31 March 2014), with details as follows:

- (a) Half of the Restricted Share Award would be based on the achievement of Group NPAT targets during the Performance Period:

Group NPAT Performance	% of Performance Shares to be Vested¹
Stretch	130%
Target	100%
Threshold	50%
Below Threshold	0%

- (b) The remaining half of the Restricted Share Award would be based on the achievement of Group FCF targets during the Performance Period:

Group FCF Performance	% of Performance Shares to be Vested¹
Stretch	130%
Target	100%
Threshold	50%
Below Threshold	0%

The performance shares were valued adopting a Monte-Carlo simulation methodology. The fair value of the Restricted Share Award, based on such simulation as at 2 April 2012 (first trading day of the Performance Period), was S\$2.776 per share.

¹ For achievement between these performance levels, the percentage of shares under this tranche that will vest would vary accordingly.

Performance Conditions

In respect of the 1,272,984 shares (the “Performance Share Award”), vesting is subject to the rules of the SingTel Performance Share Plan and other terms and conditions, including the performance criteria set out below.

The performance criteria for the Performance Share Award will be based on SingTel’s absolute Total Shareholder Return (“TSR”) and SingTel’s TSR in comparison to that of other companies in the MSCI Asia-Pacific Telecom Index (the “Index”) during the Performance Period (1 April 2012 – 31 March 2015), with details as follows:

- (a) Half of the Performance Share Award would be based on the following achievement of SingTel’s TSR against the Index during the Performance Period:

SingTel’s TSR Outperformance against the Index	% of Performance Shares to be Vested ¹
At or above +7.00%	100%
At +2.00%	50%
Below +2.00%	0%

- (b) The remaining half of the Performance Share Award would be based on the achievement of SingTel’s TSR during the Performance Period:

SingTel’s Absolute TSR	% of Performance Shares to be Vested ¹
Stretch	200%
Target	100%
Threshold	30%
Below Threshold	0%

The performance shares were valued adopting a Monte-Carlo simulation methodology. The fair value of the Performance Share Award, based on such simulation as at 2 April 2012 (first trading day of the performance period), was S\$2.336 per share.

¹ For achievement between these performance levels, the percentage of shares under this tranche that will vest would vary accordingly.