

Appendix 3Y

Change of Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity	SIMS LIMITED
ABN	69 114 838 630

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	ALISTAIR FIELD
Date of last notice	20 November 2019

Part 1 - Change of director's relevant interests in securities

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Direct and Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	The ordinary shares acquired are held for the benefit of Mr Field by the registered holder HSBC Custody Nominees (Australia) Limited – A/C 2 on behalf of Morgan Stanley Smith Barney LLC, which company provides services in connection with the entity's global employee share plan.
Date of change	31 August 2020

+ See chapter 19 for defined terms.

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No. of securities held prior to change	<u><i>Direct Interest</i></u> 723,823 Performance Rights 109,537 Options @9.38 exp 13/11/2022 112,109 Options @10.51 exp 10/11/2023 230,076 Options @13.43 exp 9/11/2024 294,673 Options @12.34 exp 9/11/2025 37,474 Restricted Stock Units <u><i>Indirect Interest</i></u> 51,994 ordinary shares (held by the registered holder – Samantha Field) 98,166 ordinary shares (held by the registered holder – HSBC Custody Nominees (Australia) Limited – A/C 2)
Class	(1) Performance Rights (2) Restricted Stock Units (3) Ordinary Shares
Number acquired	(1) 56,274 Ordinary Shares following the vesting of Strategic Share Incentive Performance Rights (the Ordinary Shares are subject to a holding period, with 28,137 released on 31 August 2023 and 28,137 released on 31 August 2024) (2) 37,474 Ordinary Shares as a result of the vesting of Restricted Share Units (17,566 Ordinary Shares were withheld to cover taxes due, resulting in the delivery of 19,908 Ordinary Shares)

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Number disposed	(1) 5,473 Performance Rights (Strategic Share Incentive Performance Rights) (vested) (2) 37,474 Restricted Stock Units (vested) (3) 17,566 Ordinary Shares were withheld by the Company to cover taxes due on the vesting of Restricted Stock Units (4) 210,540 Performance Rights (forfeited and cancelled)
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	(1) Ordinary shares received following the vesting of Strategic Share Incentive Performance Rights were valued at an average price of \$8.10 per share.
No. of securities held after change	<u>Direct Interest</u> 507,810 Performance Rights 109,537 Options @9.38 exp 13/11/2022 112,109 Options @10.51 exp 10/11/2023 230,076 Options @13.43 exp 9/11/2024 294,673 Options @12.34 exp 9/11/2025 <u>Indirect Interest</u> 51,994 ordinary shares (held by the registered holder – Samantha Field) 174,348 ordinary shares (held by the registered holder–HSBC Custody Nominees (Australia) Limited – A/C 2)

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Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	(1) Acquisition of 56,274 Ordinary Shares following the vesting of 5,473 Strategic Share Incentive Performance Rights (subject to a holding period with 28,137 shares released on 31 August 2023 and 28,137 shares released on 31 August 2024 (2) Acquisition of 37,474 Ordinary Shares as a result of the vesting of 37,474 Restricted Stock Units under the SimsMM Plan (3) Withholding 17,566 Ordinary Shares by the Company to cover taxes due, resulting in the delivery of 19,908 Ordinary Shares under the SimsMM Plan (4) Forfeiture and subsequent cancellation due to non-vesting of 210,540 Performance Rights under the SimsMM Plan
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Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	N/A
Nature of interest	
Name of registered holder (if issued securities)	
Date of change	

+ See chapter 19 for defined terms.

No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	
Interest acquired	
Interest disposed	
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	
Interest after change	

Part 3 – ⁺Closed period

Were the interests in the securities or contracts detailed above traded during a ⁺closed period where prior written clearance was required?	No
If so, was prior written clearance provided to allow the trade to proceed during this period?	
If prior written clearance was provided, on what date was this provided?	

⁺ See chapter 19 for defined terms.