

MATERIAL ISSUES AND BOUNDARIES

For each of Sembcorp's material issues, the table below shows where our significant economic, environmental and social impacts occur and where we have caused or contributed to the impacts.

Sembcorp's Material Focus Areas	Sembcorp's Material Issue	GRI Standards category	Page reference	Boundary of Impact	Organisation's involvement in the Impact
Enabling a Low-carbon and Circular Economy	Climate Change	GRI 305: Emissions 2016	Enabling a Low-carbon and Circular Economy AR 40-41	Thermal and renewable energy operations; Water and wastewater operations; Solid waste management operations; Corporate headquarters; Urban subsidiaries	Direct impact
	Resource Management	GRI 302: Energy 2016 GRI 303: Water and Effluents 2018 GRI 306: Effluents and Waste 2016 GRI 306: Waste 2020	Enabling a Low-carbon and Circular Economy AR 41-42	Thermal and renewable energy operations; Water and wastewater operations; Solid waste management operations; Corporate headquarters; Urban subsidiaries included for GRI 302	Direct impact
	Local Environmental Protection	GRI 305: Emissions 2016 GRI 306: Effluents and Waste 2016 GRI 306: Waste 2020	Enabling a Low-carbon and Circular Economy AR 42	Thermal and renewable energy operations; Water and wastewater operations; Solid waste management operations; Corporate headquarters; Urban subsidiaries included for GRI 305	Direct impact
Empowering Our People and Communities	Health and Safety	GRI 403: Occupational Health & Safety 2018 GRI 416: Customer Health & Safety 2016	Empowering Our People and Communities AR 43	Thermal and renewable energy operations; Water and wastewater operations; Solid waste management operations; Administrative office (excludes corporate headquarters); Urban subsidiaries	Direct impact
	People	GRI 202: Market Presence 2016 GRI 401: Employment 2016 GRI 402: Labour / Management Relations 2016	Empowering Our People and Communities AR 44-46	Thermal and renewable energy operations; Water and wastewater operations; Solid waste management operations; Administrative offices; Corporate headquarters; Urban subsidiaries	Direct impact

Empowering Our People and Communities	People	<p>GRI 404: Training and Education 2016</p> <p>GRI 405: Diversity and Equal Opportunity 2016</p> <p>GRI 406: Non-discrimination 2016</p> <p>GRI 407: Freedom of Association and Collective Bargaining 2016</p> <p>GRI 408: Child Labour 2016</p> <p>GRI 409: Forced or Compulsory Labour 2016</p>	<p>Empowering Our People and Communities AR 44-46</p>	<p>Thermal and renewable energy operations; Water and wastewater operations; Solid waste management operations; Administrative offices; Corporate headquarters; Urban subsidiaries</p>	Direct impact
	Community	<p>GRI 201: Economic Performance 2016</p> <p>GRI 203: Indirect Economic Impacts 2016</p> <p>GRI 413: Local Communities 2016</p>	<p>Empowering Our People and Communities AR 46</p>	<p>Thermal and renewable energy operations; Water and wastewater operations; Solid waste management operations; Administrative offices; Corporate headquarters; Urban subsidiaries</p>	Direct impact
Embedding Responsible Business Practices	Corporate Governance	None	<p>Embedding Responsible Business Practices AR 48</p>	<p>Thermal and renewable energy operations; Water and wastewater operations; Solid waste management operations; Administrative offices; Corporate headquarters; Urban subsidiaries</p>	Direct impact
	Ethical Business and Compliance	<p>GRI 205: Anti-corruption 2016</p> <p>GRI 206: Anti-competitive Behaviour 2016</p> <p>GRI 307: Environmental Compliance 2016</p> <p>GRI 415: Public Policy 2016</p> <p>GRI 419: Socio-economic Compliance 2016</p>	<p>Embedding Responsible Business Practices AR 48-49</p>	<p>Thermal and renewable energy operations; Water and wastewater operations; Solid waste management operations; Administrative offices; Corporate headquarters; Urban subsidiaries</p>	Direct impact

Embedding Responsible Business Practices	Risk Management	None	Embedding Responsible Business Practices AR 49-53	Thermal and renewable energy operations; Water and wastewater operations; Solid waste management operations; Corporate headquarters; Urban subsidiaries	Indirect impact
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Note:

Our coverage of material issues excludes operations, joint ventures, partnerships and associates where Sembcorp does not have management and / or operational control, with the exception of greenhouse gas (GHG) emissions data. In line with the methodology used for the development of our carbon emission targets, we report our GHG emissions and GHG emissions intensity using an equity share approach. Data on health and safety as well as community investments from our assets under construction is included. Data pertaining to entities divested during the year is excluded from our report.

GRI CONTENT INDEX

Our Sustainability Report is prepared in accordance with the GRI Standards: Core option.

References to Sembcorp Annual Report 2020 are expressed as 'AR page number'.

References to 2020 Performance Data and Commentary are expressed as 'PDC page number'.

GRI 101: FOUNDATION 2016 GENERAL DISCLOSURES 2016

GRI Standard	Disclosure Number	Description Title	Chapter, Page Reference, Performance and / or Explanation for Omissions	External Assurance
ORGANISATIONAL PROFILE				
GRI 102: GENERAL DISCLOSURES 2016	102-1	Name of the organisation	Sembcorp Industries Ltd	
	102-2	Activities, brands, products, and services	About Sembcorp Supporting a Renewables Future AR 6-7 Notes to the Financial Statements: Group Structure AR 192	
	102-3	Location of headquarters	Contact Us	
	102-4	Location of operations	Our Global Presence Notes to the Financial Statements: Group Structure AR 192 Key operations are located in Singapore, China, India and the UK	
	102-5	Ownership and legal form	Sembcorp Industries Constitution Notes to the Financial Statements: Group Structure AR 192	
	102-6	Markets served	Our Global Presence	
	102-7	Scale of organisation	Social, PDC 26 Notes to the Financial Statements: Group Structure AR 192 Group FY2020 Highlights AR 1 Operating and Financial Review: Group Financial Review AR 8-15 Our Global Presence Supporting a Renewables Future AR 6-7 Shareholding Statistics AR 226-227	
	102-8	Information on employees and other workers	Social, PDC 26	
	102-9	Supply chain	Our Supply Chain	

	102-10	Significant changes to the organisation and its supply chain	About This Report: Reporting Scope AR 35 Acquisition and disposal of subsidiaries AR 193-197
	102-11	Precautionary Principle or approach	Enabling a Low-carbon and Circular Economy AR 42
	102-12	External initiatives	Managing Sustainability AR 39 Memberships, Certifications and Ratings
	102-13	Membership of associations	Memberships, Certifications and Ratings
GRI G4 ELECTRIC UTILITIES DISCLOSURES	EU1	Installed capacity, broken down by primary energy source and by regulatory regime	Sembcorp Industries: Energy and Water Assets

STRATEGY

GRI 102: GENERAL DISCLOSURES 2016	102-14	Statement from senior decision-maker	Chairman and CEO's Statement AR 2-5
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ETHICS AND INTEGRITY

GRI 102: GENERAL DISCLOSURES 2016	102-16	Values, principles, standards, and norms of behavior	Corporate Governance Statement AR 54-69 Empowering Our People and Communities AR 44 Purpose & Values Sembcorp Mindset and Leadership Competencies Code of Conduct & Policies
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GOVERNANCE

GRI 102: GENERAL DISCLOSURES 2016	102-18	Governance structure	Board of Directors AR 28-31 Managing Sustainability: Sustainability Governance AR 39 Corporate Governance Statement AR 54-56
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STAKEHOLDER ENGAGEMENT

GRI 102: GENERAL DISCLOSURES 2016	102-40	List of stakeholder groups	Stakeholder Engagement
	102-41	Collective bargaining agreements	Social, PDC 27
	102-42	Identifying and selecting stakeholders	Stakeholder Engagement
	102-43	Approach to stakeholder engagement	Corporate Governance Statement AR 69 Stakeholder Engagement

102-44	Key topics and concerns raised	Corporate Governance Statement AR 69 Stakeholder Engagement
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REPORTING PRACTICE

GRI 102: GENERAL DISCLOSURES 2016	102-45	Entities included in the consolidated financial statements	About this Report: Reporting Scope AR 35 Group Financial Review: Review by Business AR 192
	102-46	Defining report content and topic Boundaries	Materiality process Refer to table on page 1 and 2 of this document: Material issues and Boundary
	102-47	List of material topics	Managing Sustainability AR 38 Refer to table on page 1 and 2 of this document: Material issues and Boundary
	102-48	Restatements of information	About this Report: Assurance AR 35, 37 Environmental, PDC 15
	102-49	Changes in reporting	About This Report: Reporting Scope AR 35
	102-50	Reporting period	About This Report: Reporting Scope AR 35
	102-51	Date of most recent previous report	About this Report: Reporting Framework AR 35
	102-52	Reporting cycle	Annual reporting cycle
	102-53	Contact point for questions regarding the report	sustainability@sembcorp.com
	102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
	102-55	GRI content index	GRI Content Index
	102-56	External assurance	About this Report: Assurance AR 35 Independent Limited Assurance Report, PDC

MATERIAL TOPICS

GRI Standard	Disclosure Number	Description Title	Chapter, Page Reference, Performance and / or Explanation for Omissions	External Assurance
CLIMATE CHANGE				
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundary	Enabling a Low-carbon and Circular Economy AR 40-42 Refer to table on page 1 and 2 of this document: Material issues and Boundary	
	103-2	The management approach and its components	Enabling a Low-carbon and Circular Economy AR 40-42 Managing Sustainability AR 38	
	103-3	Evaluation of the management approach	Enabling a Low-carbon and Circular Economy AR 40-42	
GRI 201: ECONOMIC PERFORMANCE 2016	201-2	Financial implications and other risks and opportunities due to climate change	a) Climate Change Strategy b) TCFD Disclosures	
GRI 305: EMISSIONS 2016	305-1	Direct (Scope 1) GHG emissions	Environmental, PDC 2	✓
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental, PDC 2	✓
	305-3	Other indirect (Scope 3) GHG emissions	Environmental, PDC 2	✓
	305-4	GHG emissions intensity	Environmental, PDC 2	✓
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Environmental, PDC 2	✓
RESOURCE MANAGEMENT				
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundary	Enabling a Low-carbon and Circular Economy AR 41-42 Refer to table on page 1 and 2 of this document: Material issues and Boundary	
	103-2	The management approach and its components	Enabling a Low-carbon and Circular Economy AR 41-42 Managing Sustainability AR 38	
	103-3	Evaluation of the management approach	Enabling a Low-carbon and Circular Economy AR 41-42 Environmental, PDC 3-4, 12-14	
GRI 302: ENERGY 2016	302-1	Energy consumption within the organisation	Environmental, PDC 3	✓
	302-3	Energy intensity	Environmental, PDC 4	✓
	302-4	Reduction of energy consumption	Environmental, PDC 4	

GRI 303: WATER AND EFFLUENTS 2018	303-1	Interactions with water as a shared resource	Enabling a Low-carbon and Circular Economy AR 41 Environmental, PDC 5-6	
	303-2	Management of water discharge-related impacts	Enabling a Low-carbon and Circular Economy AR 41-42 Environmental, PDC 5-6	
	303-3	Water withdrawal	Environmental, PDC 7-8	✓
	303-4	Water discharge	Environmental, PDC 7-8	✓
	303-5	Water consumption	Environmental, PDC 7-8	✓
GRI 306: EFFLUENTS AND WASTE 2016	306-2	Waste by type and disposal method	Environmental, PDC 12	✓
	306-3	Significant spills	Environmental, PDC 14	✓
GRI 306: WASTE 2020	306-1	Waste generation and significant waste-related impacts	Environmental, PDC 9-11	
	306-2	Management of significant waste-related impacts	Environmental, PDC 9-11	
	306-3	Waste generated	Environmental, PDC 13	

LOCAL ENVIRONMENTAL PROTECTION

GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundary	Enabling a Low-carbon and Circular Economy AR 40-42 Refer to table on page 1 and 2 of this document: Material issues and Boundary	
	103-2	The management approach and its components	Enabling a Low-carbon and Circular Economy AR 40-42 Managing Sustainability AR 38	
	103-3	Evaluation of the management approach	Enabling a Low-carbon and Circular Economy AR 40-42	
GRI 307: ENVIRONMENTAL COMPLIANCE 2016	307-1	Non-compliance with environmental laws and regulations	Governance, PDC 40	✓

HEALTH AND SAFETY

GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundary	Empowering Our People and Communities AR 43 Refer to table on page 1 and 2 of this document: Material issues and Boundary	
	103-2	The management approach and its components	Empowering Our People and Communities AR 43 Managing Sustainability AR 38	
	103-3	Evaluation of the management approach	Empowering Our People and Communities AR 43	

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1	Occupational health & safety management system	Social, PDC 17	
	403-2	Hazard identification, risk assessment, and incident investigation	Social, PDC 17-18	
	403-3	Occupational health services	Social, PDC 19	
	403-4	Worker participation, consultation and communication on occupational health and safety	Social, PDC 19	
	403-5	Worker training on occupational health and safety	Social, PDC 19	
	403-6	Promotion of worker health	Social, PDC 19	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social, PDC 20, 27-29	
	403-8	Workers covered by an occupational health and safety management system	Social, PDC 21	
	403-9	Work-related injuries	Social, PDC 21-23	✓
	403-10	Work-related ill health	Social, PDC 21-23	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1	Assessment of the health and safety impacts of product and service categories	Product safety and reliability are overseen by the chief executive officers of various markets, who are bound by regulatory and contractual terms to meet product and service specifications and standards	
G4 SECTOR DISCLOSURES: ELECTRIC UTILITIES	EU25	Injuries and fatalities to the public involving company assets including legal judgements, settlements and pending legal cases of diseases	Social, PDC 24	
PEOPLE				
GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundary	Empowering Our People and Communities AR 44-45	Refer to table on page 1 and 2 of this document: Material issues and Boundary
	103-2	The management approach and its components	Empowering Our People and Communities AR 44-45	Managing Sustainability AR 38
	103-3	Evaluation of the management approach	Empowering Our People and Communities AR 44-46	Social, PDC 25, 27-30, 32-35
GRI 202: MARKET PRESENCE 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Social, PDC 27	
	202-2	Proportion of senior management hired from the local community	Social, PDC 28	✓
GRI 401: EMPLOYMENT 2016	401-1	New employee hires and employee turnover	Social, PDC 28-30	✓

NON-GRI INDICATOR		Tenure of existing employees, broken down by employee category	Social, PDC 30	
GRI 402: LABOUR / MANAGEMENT RELATIONS 2016	402-1	Minimum notice periods regarding operational changes	Social, PDC 32	
GRI 404: TRAINING AND EDUCATION 2016	404-1	Average hours of training per year per employee	Social, PDC 32	✓
	404-3	Percentage of employees receiving regular performance and career development reviews	Social, PDC 33	
NON-GRI INDICATOR		Employee engagement	Social, PDC 34	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1	Diversity of governance bodies and employees	Social, PDC 34	✓
GRI 406: NON-DISCRIMINATION 2016	406-1	Incidents of discrimination and corrective actions taken	Social, PDC 35	
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social, PDC 35	
GRI 408: CHILD LABOUR 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	Social, PDC 35	
GRI 409: FORCED OR COMPULSORY LABOUR 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Social, PDC 35	
G4 SECTOR DISCLOSURES: ELECTRIC UTILITIES	EU15	Percentage of employees eligible to retire in the next 5 and 10 years broken down by job category and by region	Social, PDC 16	
	EU18	Percentage of contractor and subcontractor employees that have undergone relevant health and safety training	Social, PDC 19	

COMMUNITY

GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundary	Empowering Our People and Communities AR 46
			Refer to table on page 1 and 2 of this document: Material issues and Boundary
	103-2	The management approach and its components	Empowering Our People and Communities AR 46 Managing Sustainability AR 38
	103-3	Evaluation of the management approach	Empowering Our People and Communities AR 46 Corporate Governance Statement AR 54-69

GRI 201: ECONOMIC PERFORMANCE 2016	201-1	Direct economic value generated and distributed	Social, PDC 36, 38	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1	Infrastructure investments and services supported	Social, PDC 37	
GRI 413: LOCAL COMMUNITIES 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Social, PDC 38	✓

CORPORATE GOVERNANCE

GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundary	Embedding Responsible Business Practices AR 48	
				Refer to table on page 1 and 2 of this document: Material issues and Boundary
	103-2	The management approach and its components	Embedding Responsible Business Practices AR 48	
	103-3	Evaluation of the management approach	Corporate Governance Statement AR 54-69	
			Embedding Responsible Business Practices AR 48	

ETHICAL BUSINESS AND COMPLIANCE

GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundary	Enabling a Low-carbon and Circular Economy AR 42	
			Embedding Responsible Business Practices AR 48	
				Refer to table on page 1 and 2 of this document: Material issues and Boundary
	103-2	The management approach and its components	Enabling a Low-carbon and Circular Economy AR 42	
			Embedding Responsible Business Practices AR 48-49	
			Managing Sustainability AR 38	
	103-3	Evaluation of the management approach	Enabling a Low-carbon and Circular Economy AR 42	
			Embedding Responsible Business Practices AR 48-49	
			Governance, PDC 39-41	
GRI 205: ANTI-CORRUPTION 2016	205-2	Communication and training about anti-corruption policies and procedures	Governance, PDC 40-41	
GRI 206: ANTI-COMPETITIVE BEHAVIOUR 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance, PDC 40-41	
GRI 307: ENVIRONMENTAL COMPLIANCE 2016	307-1	Non-compliance with environmental laws and regulations	Governance, PDC 40	✓

GRI 415: PUBLIC POLICY 2016	415-1	Political contributions	Governance, PDC 41
GRI 419: SOCIOECONOMIC COMPLIANCE 2016	419-1	Non-compliance with laws and regulations in the social and economic area	Governance, PDC 41

RISK MANAGEMENT

GRI 103: MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its Boundary	Embedding Responsible Business Practices AR 48
			Refer to table on page 1 and 2 of this document: Material issues and Boundary
	103-2	The management approach and its components	Embedding Responsible Business Practices AR 48-53
	103-3	Evaluation of the management approach	Embedding Responsible Business Practices AR 48-53