

**GRANT OF AWARD OF SHARES PURSUANT TO SEMBCORP INDUSTRIES  
 RESTRICTED SHARE PLAN 2020 (“SCI RSP”) AND SEMBCORP INDUSTRIES  
 PERFORMANCE SHARE PLAN (“SCI PSP”)**

Pursuant to Rule 704(29) of the Listing Manual of the Singapore Exchange Securities Trading Limited, Sembcorp Industries Ltd (the “**Company**” and together with its subsidiaries, the “**Group**”) wishes to announce the following grants of award of ordinary shares (“**Award**”) in the capital of the Company:

- 1) The grant of restricted share awards under SCI RSP to Non-Executive Directors of the Company for the payment of the share component (30%) of the directors’ fees for the financial year ended December 31, 2021 is set out as follows:

a)	Date of Award under the SCI RSP:	31 May 2022
b)	Number of shares of the Award granted under SCI RSP:	188,600
c)	Market price of each share under the Award on the date of grant:	S\$2.85
d)	Number of shares granted to each director under the Award:	1) Ang Kong Hua - 78,600 2) Tow Heng Tan - 8,700 3) Tham Kui Seng - 17,200 4) Ajaib Haridass - 18,500 5) Yap Chee Keong - 19,000 6) Dr Josephine Kwa Lay Keng - 12,300 7) Nagi Hamiyeh - 15,200 8) Lim Ming Yan - 19,100
e)	Validity period of the Award:	100% vested immediately on 31 May 2022

- 2) The grant of contingent performance share awards (performance period: 2022 to 2024) under SCI PSP to a Director of the Company and employees of the Group is set out as follows:

a)	Date of Award under the SCI PSP:	31 May 2022
b)	Number of shares of the Award granted under SCI PSP:	1,529,400*
c)	Market price of each share under the Award on the date of grant:	S\$2.85
d)	Number of shares granted to each director under the Award:	521,300* shares granted to Wong Kim Yin
e)	Validity period of the Award:	Performance Period: 2022 to 2024. 0% to 200% of contingent performance shares awarded could be delivered in 2025.

- 3) The grant of contingent performance share awards (performance period: 2022 to 2025) under SCI PSP to a Director of the Company and employees of the Group is set out as follows. The Award is linked to the Company's 5-year transformation plan targets and long term profitability.

a)	Date of Award under the SCI PSP:	31 May 2022
b)	Number of shares of the Award granted under SCI PSP:	10,574,000*
c)	Market price of each share under the Award on the date of grant:	S\$2.85
d)	Number of shares granted to each director under the Award:	1,751,000* shares granted to Wong Kim Yin
e)	Validity period of the Award:	Performance Period: 2022 to 2025. 0% to 140% of contingent performance shares awarded could be delivered between 2023 and 2026.

\* The figure represents 100% of the Award. The actual shares to be released at the vesting date may range from 0 to 2 times the number awarded depending on the achievement of performance targets set under the contingent award.

Tan Yen Hui  
Company Secretary

May 31, 2022