

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

Singapore, May 30, 2025 – 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, 2024 is set out as follows:

a)	Date of Award under the SCI RSP:	May 30, 2025																								
b)	Number of shares of the Award granted under SCI RSP:	96,900																								
c)	Market price of each share under the Award on the date of grant:	S\$6.62																								
d)	Number of shares granted to each director under the Award:	<table> <tr><td>1) Tow Heng Tan</td><td>-</td><td>34,200</td></tr> <tr><td>2) Lim Ming Yan</td><td>-</td><td>12,300</td></tr> <tr><td>3) Yap Chee Keong</td><td>-</td><td>9,900</td></tr> <tr><td>4) Dr Josephine Kwa Lay Keng</td><td>-</td><td>8,700</td></tr> <tr><td>5) Kunnasagaran Chinniah</td><td>-</td><td>10,600</td></tr> <tr><td>6) Marina Chin Li Yuen</td><td>-</td><td>8,700</td></tr> <tr><td>7) Ong Chao Choon</td><td>-</td><td>9,900</td></tr> <tr><td>8) Manu Bhaskaran</td><td>-</td><td>2,600</td></tr> </table>	1) Tow Heng Tan	-	34,200	2) Lim Ming Yan	-	12,300	3) Yap Chee Keong	-	9,900	4) Dr Josephine Kwa Lay Keng	-	8,700	5) Kunnasagaran Chinniah	-	10,600	6) Marina Chin Li Yuen	-	8,700	7) Ong Chao Choon	-	9,900	8) Manu Bhaskaran	-	2,600
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e)	Vesting period of the Award:	100% vested immediately on May 30, 2025																								

- 2) The grant of contingent performance share awards (performance period: 2025 to 2027) 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:	May 30, 2025
b)	Number of shares of the Award granted under SCI PSP:	1,031,900
c)	Market price of each share under the Award on the date of grant:	S\$6.62
d)	Number of shares granted to each director under the Award:	334,400 shares granted to Wong Kim Yin
e)	Vesting / Performance period of the Award:	Performance Period: 2025 to 2027. 0% to 200% of contingent performance shares awarded could be delivered in 2028.