



CAPITALAND INVESTMENT LIMITED
 (Registration Number: 200308451M)
 (Incorporated in the Republic of Singapore)

The admission and listing of CapitaLand Investment Limited on the Singapore Exchange Securities Trading Limited was sponsored by J.P. Morgan (S.E.A.) Limited. J.P. Morgan (S.E.A.) Limited assumes no responsibility for the contents of this announcement.

ANNOUNCEMENT

GRANT OF SHARE AWARDS

CapitaLand Investment Limited (the “**Company**”) wishes to announce the following grant of share awards under its share plans:

I CapitaLand Investment Restricted Share Plan 2021

(a)	Date of grant	4 May 2022
(b)	Number of ordinary shares of the Company (“ Shares ”) comprised in the awards (including the Shares in (d) below)	8,980,447*
(c)	Market price (last done) of Shares on the date of grant	S\$4.12 per Share
(d)	Number of Shares comprised in the awards granted to each director and controlling shareholder (and each of their associates), if any	<u>Director</u> Mr Lee Chee Koon: 368,166*

** The final number of Shares to be released will depend on the achievement of pre-determined targets at the end of a one-year performance period and the release will be over a vesting period of three years. No Share will be released if the threshold targets are not met at the end of the performance period. On the other hand, if superior targets are met, more Shares than the baseline award could be delivered up to a maximum of 150% of the baseline award. The Executive Resource and Compensation Committee has the absolute discretion to adjust the number of Shares released taking into consideration other relevant quantitative and qualitative factors. An additional number of Shares of a total value equal to the value of the accumulated dividends which are declared during each of the vesting periods and deemed forgone due to the vesting mechanism of the CapitaLand Investment Restricted Share Plan 2021, will also be released on the final vesting.*

II CapitaLand Investment Performance Share Plan 2021:

(a)	Date of grant	4 May 2022
(b)	Number of Shares comprised in the awards (including the Shares in (d) below)	3,538,865 [#] [®]
(c)	Market price (last done) of Shares on the date of grant	S\$4.12 per Share
(d)	Number of Shares comprised in the awards granted to each director and controlling shareholder (and each of their associates), if any	<u>Director</u> Mr Lee Chee Koon: 368,166 [®]

[#] This includes a one-time special contingent award linked specifically to Price/NAV targets granted to selected key executives in the Company and/or its group companies who joined the Company and/or its group companies on a date after 1 October 2021. The Company announced its first one-time special contingent award to its key executives on 1 October 2021. Such one-time special contingent award may (at the absolute discretion of the Executive Resource and Compensation Committee) also be extended to selected key executives joining the Company and/or its group companies on date(s) after 1 October 2021 but not later than 19 September 2022. The Company has since 1 October 2021 made further one-time special contingent award(s) to selected key executives who joined on date(s) after 1 October 2021. This is a long-term share-based award which will vest after the end of a 5-year performance period, subject to the achievement of the targets approved by the Executive Resource and Compensation Committee. The number of Shares to be released as soon as practicable upon vesting will be determined based on, inter alia, the award multiplied by an achievement factor. If the minimum performance level is achieved, the achievement factor will be 0.2. If the performance level exceeds minimum but is below superior, the achievement factor will be adjusted accordingly within the range of 0.2 to 3.0. If the performance level is superior and above, the achievement factor will be 3.0. Conversely, if the performance level is below minimum, the achievement factor will be zero and no share will be released. In the event of early achievement of the targets within the first three years of the performance period, a maximum of 20% to 50% of the baseline award can be released after the third year, with any balance in excess of 50% of the baseline award to be released only after the fifth year. The Executive Resource and Compensation Committee has the absolute discretion to adjust the number of Shares released taking into consideration other relevant quantitative and qualitative factors.

[®] The final number of shares to be released will depend on the achievement of pre-determined targets over a three-year performance period. No share will be released if the threshold targets are not met at the end of the performance period. On the other hand, if superior targets are met, more shares than the baseline award could be delivered up to a maximum of 200% of the baseline award. The Executive Resource and Compensation Committee has the absolute discretion to adjust the number of shares released taking into consideration other relevant quantitative and qualitative factors.

By Order of the Board

Michelle Koh
Company Secretary
4 May 2022