

SUPPLEMENTAL INFORMATION ON DIRECTORS SEEKING RE-ELECTION

The information required under Rule 720(6) and Appendix 7.4.1 of SGX-ST Listing Manual in respect of Directors of Wilmar International Limited ("Wilmar") seeking re-election at the Annual General Meeting on 12 June 2020 is set out below.

Name of Director	Mr Kwah Thiam Hock ("Mr Kwah")	Mr Tay Kah Chye ("Mr Tay")	Mr Kuok Khoon Hua	Mr Kuok Khoon Ean	Mr Teo Siong Seng ("Mr Teo")	Mr Soh Gim Teik ("Mr Soh")
Date of Appointment	14 July 2006	14 July 2006	1 July 2016	2 July 2007	1 May 2019	1 December 2019
Age	74	73	41	64	65	66
Country of principal residence	Singapore	Singapore	Hong Kong	Singapore	Singapore	Singapore
The Board's comments on this appointment/re-election (including rationale, selection criteria, and the search and nomination process)	<p>The Nominating Committee has recommended the following proposal be submitted to Wilmar shareholders for approval at the AGM to be held on 12 June 2020:</p> <p>(a) To re-elect Mr Kwah (who retires pursuant to Article 105 of Wilmar's Constitution as a Wilmar Director).</p> <p>(b) To approve the appointment of Mr Kwah as an Independent Director (as his tenure of service has exceeded nine years) pursuant to Rule 210(5)(d)(iii) of the SGX-ST Listing Manual that will take effect on 1 January 2022.</p> <p>The Board concurs with the aforesaid recommendation made by the Nominating Committee and considers Mr Kwah to be independent and is of the view that he should be retained as a Non-Executive and Independent Director for the following reasons:</p> <p>1) He has fulfilled the criteria of independence contained in the 2018 Code of Corporate Governance. He remains objective and independent in expressing his views and contributes actively in Board and Board Committee discussions and to the decision-making process.</p> <p>2) He has been a Wilmar Director for approximately 13 years (since 14 July 2006) and has over the years, become familiar with the Group's complex business. Since most of the Independent Directors are new, he provides continuity in the Board through his experience and knowledge of the Group whilst at the same time, guiding the newer Independent Directors.</p> <p>3) He engages with Management in an effective manner without compromising his independence and objective judgment, always acting in Wilmar's best interest.</p> <p>4) He has exercised his duty of care, skill and diligence in his capacities as Non-Executive and Independent Director as well as Chairman of the Remuneration Committee and Nominating Committee and a member of the Audit Committee.</p>	<p>The Nominating Committee has recommended the following proposal be submitted to Wilmar shareholders for approval at the AGM to be held on 12 June 2020:</p> <p>(a) To re-elect Mr Tay (who retires pursuant to Article 105 of Wilmar's Constitution as a Wilmar Director).</p> <p>(b) To approve the appointment of Mr Tay as an Independent Director (as his tenure of service has exceeded nine years) pursuant to Rule 210(5)(d)(iii) of the SGX-ST Listing Manual that will take effect on 1 January 2022.</p> <p>The Board concurs with the aforesaid recommendation made by the Nominating Committee and considers Mr Tay to be independent and is of the view that he should be retained as a Non-Executive and Independent Director for the following reasons:</p> <p>1) He has fulfilled the criteria of independence contained in the 2018 Code of Corporate Governance. He remains objective and independent in expressing his views and contributes actively in Board and Board Committee discussions and to the decision-making process.</p> <p>2) He has been a Wilmar Director for approximately 13 years (since 14 July 2006) and has over the years, become familiar with the Group's complex business. Since most of the Independent Directors are new, he provides continuity in the Board through his experience and knowledge of the Group whilst at the same time, guiding the newer Independent Directors.</p> <p>3) He engages with Management in an effective manner without compromising his independence and objective judgment, always acting in Wilmar's best interest.</p> <p>4) He has exercised his duty of care, skill and diligence in his capacities as Non-Executive and Independent Director as well as Chairman of the Audit Committee and a member of the Risk Management Committee, Remuneration Committee and Nominating Committee.</p>	<p>The Board considered the Nominating Committee's recommendation and assessment of Mr Kuok Khoon Hua's skills, knowledge, experience and commitment in the discharge of his duties as a Non-Executive and Non-Independent Director of Wilmar, and is satisfied that he will continue to contribute to the Board.</p>	<p>The Board considered the Nominating Committee's recommendation and assessment of Mr Kuok Khoon Ean's skills, knowledge, experience and commitment in the discharge of his duties as a Non-Executive and Non-Independent Director of Wilmar, and is satisfied that he will continue to contribute to the Board.</p>	<p>The Board considered the Nominating Committee's recommendation and assessment of Mr Teo's skills, knowledge, experience, independence and commitment in the discharge of his duties as a Non-Executive and Independent Director of Wilmar, and is satisfied that he will contribute to the Board.</p>	<p>The Board considered the Nominating Committee's recommendation and assessment of Mr Soh's skills, knowledge, experience, independence and commitment in the discharge of his duties as a Non-Executive and Independent Director of Wilmar, and is satisfied that he will contribute to the Board.</p>

SUPPLEMENTAL INFORMATION ON DIRECTORS SEEKING RE-ELECTION

Name of Director	Mr Kwah Thiam Hock ("Mr Kwah")	Mr Tay Kah Chye ("Mr Tay")	Mr Kuok Khoon Hua	Mr Kuok Khoon Ean	Mr Teo Siong Seng ("Mr Teo")	Mr Soh Gim Teik ("Mr Soh")
Whether appointment is executive, and if so, the area of responsibility	Non-Executive	Non-Executive	Non-Executive	Non-Executive	Non-Executive	Non-Executive
Job Title (e.g. Lead ID, AC Chairman, AC Member etc.)	<ul style="list-style-type: none"> Non-Executive and Independent Director Nominating Committee Chairman Remuneration Committee Chairman Audit Committee member 	<ul style="list-style-type: none"> Non-Executive and Independent Director Audit Committee Chairman Nominating Committee member Remuneration Committee member Risk Management Committee member 	Non-Executive and Non-Independent Director	Non-Executive and Non-Independent Director	Non-Executive and Independent Director	Non-Executive and Independent Director
Academic and Professional qualifications	<ul style="list-style-type: none"> Bachelor of Accountancy degree, University of Singapore Fellow, Certified Public Accountant of Australia, ISCA and ACCA 	Bachelor of Social Sciences degree in Economics, University of Singapore	Bachelor's degree in Economics, Harvard University	Bachelor of Economics degree, Nottingham University, UK	First Class Honors in Naval Architecture and Ocean Engineering, Glasgow University, UK	Bachelor of Accountancy degree, University of Singapore
Working experience and occupation(s) during the past 10 years	Advisor, ECICS Limited	<ul style="list-style-type: none"> Executive Chairman, CLMV Consult Net Private Limited CEO of PATA Group (comprising PATA Consultancy Private Limited and PATA International Enterprise Private Limited) 	<ul style="list-style-type: none"> Chairman, Kerry Holdings Limited Director, Kerry Group Limited and Kuok (Singapore) Limited Executive Chairman, Kerry Logistics Network Limited Vice Chairman and Chief Executive Officer, Kerry Properties Limited 	<ul style="list-style-type: none"> Chairman, Kuok (Singapore) Limited Vice Chairman, Kerry Group Limited and Kuok Brothers Sdn Berhad Chairman & Non-Executive Director, PACC Offshore Services Holdings Ltd Director, Kerry Holdings Limited 	<ul style="list-style-type: none"> Executive Chairman and Managing Director, Pacific International Lines (Private) Limited Chairman and Chief Executive Officer, Singamas Container Holdings Ltd. 	Partner, Finix Corporate Advisory LLP
Shareholding interest in the listed issuer and its subsidiaries	The shareholding interests in Wilmar of each of these Directors are disclosed in the "Directors' Statement" section of the Annual Report 2019.					
Any relationship (including immediate family relationships) with any existing director, existing executive officer, the issuer and/or substantial shareholder of the listed issuer or of any of its principal subsidiaries	NIL	NIL	<ul style="list-style-type: none"> Cousin of Mr Kuok Khoon Hong, Chairman and Chief Executive Officer of Wilmar Brother of Mr Kuok Khoon Ean, Non-Executive and Non-Independent Director of Wilmar Cousin of Ms Teo La-Mei, Executive Director of Wilmar 	<ul style="list-style-type: none"> Cousin of Mr Kuok Khoon Hong, Chairman and Chief Executive Officer of Wilmar Brother of Mr Kuok Khoon Hua, Non-Executive and Non-Independent Director of Wilmar Cousin of Ms Teo La-Mei, Executive Director of Wilmar 	NIL	NIL
Conflict of interest (including any competing business)	NIL	NIL	Nominee of PPB Group Berhad	Nominee of Kuok Group of Companies	NIL	NIL
Undertaking (in the format set out in Appendix 7.7) under Rule 720(1) has been submitted to the listed issuer	Yes	Yes	Yes	Yes	Yes	Yes
Other Principal Commitments Including Directorships	Other Principal Commitments including Directorships (past 5 years and present) of these Directors, can be found in the "Board of Directors" section of the Annual Report 2019.					
Other Principal Commitments Including Directorships						
Information required under items (a) to (k) of Appendix 7.4.1 of the SGX-ST Listing Manual	There are no changes to the disclosure required under items (a) to (k) to the Appendix 7.4.1 of the Listing Manual as provided in the Company's previous Announcements of Appointment of the respective Directors, which were all "No".					