

BOARD OF DIRECTORS



KUOK KHOON HONG, 71

*Chairman and Chief Executive Officer
Executive and Non-Independent Director*

Date of first appointment as Director
24 March 2006

Date of appointment as Chairman
14 July 2006

Date of last re-election as Director
24 April 2019

Length of service as Director
14 years 11 months

Board Committee(s) Membership

- Executive Committee - Chairman
- Share Purchase Committee - Chairman
- Nominating Committee - Member
- Risk Management Committee - Member

Present directorship(s) in other listed company(ies)

- Shree Renuka Sugars Limited - Director
- Watawala Plantations PLC - Director
- Yihai Kerry Arawana Holdings Co., Ltd

Present principal commitment(s)

- Wilmar International Limited - Chairman and Chief Executive Officer

Other commitment(s)

- Perennial Holdings Private Limited - Chairman
- Perennial Group Private Limited - Director

Past directorship(s) in listed company(ies) held over the preceding five years

- Perennial Real Estate Holdings Limited (Delisted) - Chairman

Working and professional experience(s)

Extensive experience in the agribusiness industry and has been involved in the grains, edible oils and oilseeds businesses since 1973

Academic and professional qualification(s)

Bachelor of Business Administration, University of Singapore



PUA SECK GUAN, 57

*Chief Operating Officer (Part-Time)
Executive and Non-Independent Director*

Date of first appointment as Director
1 January 2016

Date of last re-election as Director
24 April 2019

Length of service as Director
5 years 1 month

Board Committee(s) Membership

- Executive Committee - Member
- Share Purchase Committee - Member

Present directorship(s) in other listed company(ies)

- Yihai Kerry Arawana Holdings Co., Ltd

Present principal commitment(s)

- Perennial Holdings Private Limited - Executive Director and Chief Executive Officer
- Wilmar International Limited - Chief Operating Officer (Part-Time)

Other commitment(s)

- Perennial Group Private Limited - Director
- Singapore-Guangdong Collaboration Council - Member
- Singapore-Sichuan Trade and Investment Committee - Member
- Singapore-China Business Council of Singapore Business Federation - Member
- Singapore-Tianjin Economic and Trade Council - Member

Past directorship(s) in listed company(ies) held over the preceding five years

- Perennial Real Estate Holdings Limited (Delisted) - Executive Director and Chief Executive Officer
- United Engineers Limited - Director

Working and professional experience(s)

Extensive experience in real estate as well as integrated real estate and healthcare business

Academic and professional qualification(s)

- Bachelor of Science in Building (First Class Honours), National University of Singapore
- Master of Science in Civil Engineering, Massachusetts Institute of Technology, USA



TEO LA-MEI, 61

*Group Legal Counsel and Company Secretary
Executive and Non-Independent Director*

Date of first appointment as Director
21 February 2019

Date of last re-election as Director
24 April 2019

Length of service as Director
2 years

Present principal commitment(s)

- Wilmar International Limited - Group Legal Counsel and Company Secretary

Other commitment(s)

- Shangri-La Hotel Limited - Director
- Perennial Holdings Private Limited - Director
- Perennial Group Private Limited - Director
- Corporate Governance & Regulatory Interest Group of the Singapore International Chamber of Commerce - Member

Working and professional experience(s)

Extensive experience in legal and corporate secretarial matters

Academic and professional qualification(s)

Bachelor of Laws (Honours), National University of Singapore

**KUOK KHOON EAN, 65**

Non-Executive and Non-Independent Director

Date of first appointment as Director
2 July 2007

Date of last re-election as Director
12 June 2020

Length of service as Director
13 years 8 months

Present principal commitment(s)

- Kuok (Singapore) Limited - Chairman
- Kerry Group Limited - Vice Chairman
- Kuok Brothers Sdn Berhad - Vice Chairman
- Kerry Holdings Limited - Director

Past directorship(s) in listed company(ies) held over the preceding five years

- IHH Healthcare Bhd - Director
- The Bank of East Asia, Limited - Director
- PACC Offshore Services Holdings Ltd (Delisted) - Director

Working and professional experience(s)

Extensive experience in investment and shipping businesses

Academic and professional qualification(s)

Bachelor of Economics, Nottingham University, UK

**KUOK KHOON HUA, 42**

Non-Executive and Non-Independent Director

Date of first appointment as Director
1 July 2016

Date of last re-election as Director
12 June 2020

Length of service as Director
4 years 8 months

Present directorship(s) in other listed company(ies)

- Kerry Logistics Network Limited - Executive Chairman
- Kerry Properties Limited - Executive Vice Chairman and Chief Executive Officer
- Sea Limited - Director

Present principal commitment(s)

- Kerry Group Limited - Director
- Kerry Holdings Limited - Chairman
- Kuok (Singapore) Limited - Director

Working and professional experience(s)

Extensive experience in investment, logistics and property businesses

Academic and professional qualification(s)

Bachelor of Economics, Harvard University, USA

**RAYMOND GUY YOUNG, 59**

Non-Executive and Non-Independent Director

Date of first appointment as Director
28 December 2018

Date of last re-election as Director
24 April 2019

Length of service as Director
2 years 2 months

Present directorship(s) in other listed company(ies)

- International Paper Company - Director

Present principal commitment(s)

- Archer Daniels Midland Company - Executive Vice President and Chief Financial Officer and a member of Executive Council
- American Cancer Society Illinois Division - Director
- CFO Advisory Board of University of Chicago Booth School of Business - Member

Working and professional experience(s)

Extensive experience in Finance and Accounting

Academic and professional qualification(s)

- Bachelor of Business Administration, University of Western Ontario, Canada
- Master of Business Administration, University of Chicago, USA

BOARD OF DIRECTORS



LIM SIONG GUAN, 73

Non-Executive and Lead Independent Director

Date of first appointment as Director

1 January 2018

Date of appointment as Lead Independent Director

24 April 2019

Date of last re-election as Director

25 April 2018

Length of service as Director

3 years 2 months

Board Committee(s) Membership

- Risk Management Committee - Chairman
- Audit Committee - Member
- Nominating Committee - Member
- Remuneration Committee - Member

Present principal commitment(s)

- Swiss Re Asia Pte. Ltd. - Chairman
- Honour (Singapore) Ltd. - Chairman
- Lee Kuan Yew School of Public Policy, National University of Singapore - Professor

Working and professional experience(s)

Extensive experience in investment and public policies

Academic and professional qualification(s)

- Bachelor of Engineering in Mechanical Engineering (First Class Honours), University of Adelaide, Australia
- Post Graduate Diploma in Business Administration, National University of Singapore



TAY KAH CHYE, 74

Non-Executive and Independent Director

Date of first appointment as Director

14 July 2006

Date of last re-election as Director

12 June 2020

Length of service as Director

14 years 7 months¹

Board Committee(s) Membership

- Audit Committee - Chairman
- Nominating Committee - Member
- Risk Management Committee - Member
- Remuneration Committee - Member

Present directorship(s) in other listed company(ies)

- Asiatic Group (Holdings) Limited - Chairman
- Asiatravel.com Holdings Ltd - Lead Independent Director

Present principal commitment(s)

- CLMV Consult Net Private Limited - Executive Chairman
- PATA International Enterprise Private Limited - Chief Executive Officer
- PATA Consultancy Private Limited - Chief Executive Officer
- Academy of Water Safety and Swimming Pte. Ltd. - Director

Past directorship(s) in listed company(ies) held over the preceding five years

- Chemical Industries (Far East) Ltd - Director

Working and professional experience(s)

Extensive experience in Banking and Finance

Academic and professional qualification(s)

Bachelor of Social Sciences in Economics, University of Singapore

¹ Mr Tay Kah Chye was re-appointed as an Independent Director at Wilmar's Annual General Meeting ("AGM") held on 12 June 2020 pursuant to the two-tier voting process set out in Rule 210(5)(iii) of the Listing Manual of the SGX-ST. Please refer to Note 2(d) of the Explanatory Notes to the Notice of AGM dated 21 May 2020.



KWAH THIAM HOCK, 74

Non-Executive and Independent Director

Date of first appointment as Director

14 July 2006

Date of last re-election as Director

12 June 2020

Length of service as Director

14 years 7 months²

Board Committee(s) Membership

- Nominating Committee - Chairman
- Remuneration Committee - Chairman
- Audit Committee - Member

Present directorship(s) in other listed company(ies)

- Excelpoint Technology Ltd - Director
- Teho International Inc Ltd - Director

Present principal commitment(s)

- PM Shipping Pte Ltd - Director
- Philip Ventures Enterprise Fund 6 Ltd. - Director

Past directorship(s) in listed company(ies) held over the preceding five years

- IFS Capital Limited - Director
- Select Group Limited - Director

Working and professional experience(s)

Extensive experience in Accounting and Finance

Academic and professional qualification(s)

- Bachelor of Accountancy, University of Singapore
- Fellow, Certified Public Accountants of Australia
- Fellow, Association of Chartered Certified Accountants, UK
- Fellow, Chartered Accountants of Singapore



KISHORE MAHBUBANI, 72

Non-Executive and Independent Director

Date of first appointment as Director

1 January 2016

Date of last re-election as Director

24 April 2019

Length of service as Director

5 years 2 months

Present directorship(s) in other listed company(ies)

- Zurich Insurance Group Ltd - Director

Present principal commitment(s)

- Zurich Insurance Company Ltd - Director
- Aggregate Asset Management Pte Ltd - Chairman

Working and professional experience(s)

Long distinguished career in diplomacy and academia

Academic and professional qualification(s)

- Bachelor of Arts in Philosophy (First Class Honours), University of Singapore
- Master of Arts in Political Philosophy & Honorary Doctorate, Dalhousie University, Canada
- Post Graduate Fellowship Programme in International Affairs, Harvard University, USA
- Distinguished Fellow, Asia Research Institute at National University of Singapore

2 Mr Kwah Thiam Hock was re-appointed as an Independent Director at Wilmar's Annual General Meeting ("AGM") held on 12 June 2020 pursuant to the two-tier voting process set out in Rule 210(5)(iii) of the Listing Manual of the SGX-ST. Please refer to Note 2(b) of the Explanatory Notes to the Notice of AGM dated 21 May 2020.

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WEIJIAN SHAN, 67

Non-Executive and Independent Director

Date of first appointment as Director

1 January 2018

Date of last re-election as Director

25 April 2018

Length of service as Director

3 years 2 months

Present principal commitment(s)

- PAG Group - Chairman and Chief Executive Officer

Past directorship(s) in listed company(ies) held over the preceding five years

- Bank of China (Hong Kong) Limited - Director
- TCC International Holdings Limited (Delisted) - Director

Working and professional experience(s)

Extensive experience in Banking and Finance

Academic and professional qualification(s)

- Graduated from Beijing Institute of Foreign Trade, China
- Doctor of Philosophy and Master of Arts, University of California, USA
- Master of Business Administration, University of San Francisco, USA



TEO SIONG SENG, 66

Non-Executive and Independent Director

Date of first appointment as Director

1 May 2019

Date of last re-election as Director

12 June 2020

Length of service as Director

1 year 10 months

Present directorship(s) in other listed company(ies)

- Singamas Container Holdings Ltd - Chairman and Chief Executive Officer
- Cosco Shipping Holdings Co Ltd - Director
- Cosco Shipping Energy Transportation Co Ltd - Director
- Keppel Corporation Limited - Director

Present principal commitment(s)

- Pacific International Lines (Private) Limited - Executive Chairman
- Business China - Director
- Enterprise Singapore - Director
- Singapore Business Federation - Immediate Past Chairman
- United Republic of Tanzania - Honorary Consul in Singapore
- Singapore Chinese Chamber of Commerce and Industry - Honorary President
- National University of Singapore - Pro-Chancellor

Working and professional experience(s)

Extensive experience in shipping, logistics container and manufacturing industries

Academic and professional qualification(s)

Bachelor of Science in Naval Architecture and Ocean Engineering (First Class Honours), Glasgow University, UK



SOH GIM TEIK, 66

Non-Executive and Independent Director

Date of first appointment as Director

1 December 2019

Date of last re-election as Director

12 June 2020

Length of service as Director

1 year 3 months

Present directorship(s) in other listed company(ies)

- BBR Holdings (S) Ltd - Director

Present principal commitment(s)

- Finix Corporate Advisory LLP - Partner
- The Farrer Park Company Pte Ltd - Director
- Farrer Park Hospital Pte Ltd - Chairman
- EDBI Pte Ltd - Director
- Singapore Science Centre - Deputy Chairman
- Consortium for Clinical Research and Innovative Singapore Pte Ltd - Director
- Digiassets Exchange (Singapore) Pte Ltd - Director
- Agency for Science, Technology and Research (A*Star) - Director
- Advisory Committee on Accounting Standards of Statutory Boards with the Accountant-General's Office - Member
- Audit and Risk Committee of MOH Holdings Pte Ltd - Chairman

Past directorship(s) in listed company(ies) held over the preceding five years

- QAF Limited - Director
- UMS Holdings Limited - Director
- KS Energy Limited - Director

Working and professional experience(s)

Extensive experience in corporate advisory

Academic and professional qualification(s)

Bachelor of Accountancy, University of Singapore



JUAN RICARDO LUCIANO, 59

Alternate Director to Raymond Guy Young

Date of first appointment as Alternate Director

28 December 2018

Length of service as Alternate Director

1 year 2 months

Present directorship(s) in other listed company(ies)

- Archer Daniels Midland Company - Chairman, President and Chief Executive Officer
- Eli Lilly and Company - Lead Director

Present principal commitment(s)

- Intersect Illinois - Director
- The US-China Business Council - Director
- Economic Club of Chicago and the Commercial Club of Chicago - Member
- Business Roundtable - Member
- Global Advisory Board of Kellogg School of Management at Northwestern University - Member

Working and professional experience(s)

Extensive experience in agricultural processors and food ingredients

Academic and professional qualification(s)

Bachelor of Science in Industrial Engineering, Buenos Aires Institute of Technology, Argentina