

BOARD OF DIRECTORS



KUOK KHOON HONG, 72

*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

15 April 2021

Length of service as Director

15 years 11 months

Board Committee(s) Membership

- Executive Committee – Chairman
- Share Purchase Committee – Chairman
- Nominating Committee – Member
- Risk Management Committee – Member
- Board Sustainability 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 – Director
- Adani Wilmar Limited – Director and Chairman (Non-Executive)

Present principal commitment(s)

- Wilmar International Limited – Chairman and Chief Executive Officer

Other commitment(s)

- Perennial Holdings Private Limited – Director and 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

- 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, 58

*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

15 April 2021

Length of service as Director

6 years 2 months

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 – Director

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-China Business Council of Singapore Business Federation – Member
- Singapore-Guangdong Collaboration Council – Member
- Singapore-Sichuan Trade and Investment Committee – 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

- 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

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TEO LA-MEI, 62

*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

3 years



KUOK KHOON EAN, 66

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

14 years 8 months

Present principal commitment(s)

- Wilmar International Limited – Group Legal Counsel and Company Secretary

Other commitment(s)

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

Past principal commitment(s) including directorship(s) held over the preceding five years

- Director, Company Secretary and Legal Counsel for the Shangri-La Hotel Limited group of companies

Working and professional experience

- Extensive experience in legal and corporate secretarial matters

Academic and professional qualification(s)

- Bachelor of Laws (Honours), National University of Singapore

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

- Extensive experience in investment and shipping businesses

Academic and professional qualification(s)

- Bachelor of Economics, Nottingham University, UK

**KUOK KHOON HUA, 43***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

5 years 8 months

**RAYMOND GUY YOUNG, 60***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

3 years 2 months

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

- Kerry Logistics Network Limited – Vice Chairman and Non-Executive Director
- 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

- Extensive experience in investment, logistics and property businesses

Academic and professional qualification(s)

- Bachelor of Economics, Harvard University, USA

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

- International Paper Company – Director

Present principal commitment(s)

- Archer Daniels Midland Company – Vice Chairman and Chief Financial Officer
- American Cancer Society Illinois Division – Director
- CFO Advisory Board of University of Chicago Booth School of Business – Member

Past principal commitment(s) including directorship(s) held over the preceding five years

- NIL

Working and professional experience

- Extensive experience in strategy, 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

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LIM SIONG GUAN, 74

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

15 April 2021

Length of service as Director

4 years 2 months

Board Committee(s) Membership

- Risk Management Committee – Chairman
- Audit Committee – Member
- Nominating Committee – Member
- Remuneration Committee – Member
- Board Sustainability 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

- 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, 75

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

15 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 – Independent Non-Executive 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

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

- Chemical Industries (Far East) Ltd – Director

Working and professional experience

- 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, 75***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 Director15 years 7 months²**Board Committee(s) Membership**

- Nominating Committee – Chairman
- Remuneration Committee – Chairman
- Audit Committee – Member
- Board Sustainability 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

Working and professional experience

- 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

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.

**KISHORE MAHBUBANI, 73***Non-Executive and Independent Director***Date of first appointment as Director**

1 January 2016

Date of last re-election as Director

15 April 2021

Length of service as Director

6 years 2 months

Board Committee(s) Membership

- Board Sustainability Committee – Chairman

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

- Zurich Insurance Group Ltd – Director

Present principal commitment(s)

- Zurich Insurance Group Ltd – Director
- Aggregate Asset Management Pte Ltd – Chairman

Working and professional experience

- 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
- Distinguished Fellow, Asia Research Institute at National University of Singapore

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TEO SIONG SENG, 67

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

2 years 10 months



SOH GIM TEIK, 67

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

2 years 3 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
- United Republic of Tanzania – Honorary Consul in Singapore
- National University of Singapore – Pro-Chancellor

Past principal commitment(s) including directorship(s) held over the preceding five years

- NIL

Working and professional experience

- Extensive experience in shipping and container industries

Academic and professional qualification(s)

- Bachelor of Science in Naval Architecture and Ocean Engineering, Glasgow University, UK

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

- Olive Tree Estates Limited – Independent Director

Present principal commitment(s)

- Finix Corporate Advisory LLP – Partner
- The Farrer Park Company Pte Ltd – Director
- Farrer Park Hospital Pte Ltd – Chairman
- Singapore Science Centre – Deputy Chairman
- Consortium for Clinical Research and Innovative Singapore Pte Ltd – Director
- SDAX Exchange Pte Ltd – Director
- Agency for Science, Technology and Research (A*Star) – Director
- MOH Holdings Pte Ltd – Chairman, Audit and Risk Committee
- National Healthcare Group Fund – Independent Director and 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
- BBR Holdings (S) Ltd – Director

Past principal commitment(s) including directorship(s) held over the preceding five years

- EDBI Pte Ltd – Director
- National Healthcare Group Pte Ltd – Director
- Integrated Health Information Systems Pte Ltd – Director
- Singapore Institute of Directors – Director
- Focus on the Family Pte Ltd – Director
- Advisory Committee on Accounting Standards with Accountant-General's Office – Member

Working and professional experience

- Extensive experience in corporate advisory

Academic and professional qualification(s)

- Bachelor of Accountancy, University of Singapore

**DR. CHONG YOKE SIN, 65***Non-Executive and Independent Director***Date of first appointment as Director**

7 May 2021

Date of last re-election as Director

Not Applicable

Length of service as Director

9 months

**JUAN RICARDO LUCIANO, 60***Alternate Director to Raymond Guy Young***Date of first appointment as Alternate Director**

28 December 2018

Length of service as Alternate Director

3 years 2 months

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

- Anacle Systems Ltd – Director

Present principal commitment(s)

- iGlobe Partners – Managing Partner

Past principal commitment(s) including directorship(s) held over the preceding five years

- National Kidney Foundation – Board member
- Republic Polytechnic – Board of Governors member
- Singapore Land Authority – Board member

Working and professional experience

- Extensive experience in leading transformation of people and systems, artificial intelligence, Internet of Things (IoT), cybersecurity forensics advisory, systems integration and monitoring, and digital platform business

Academic and professional qualification(s)

- Doctor of Philosophy (PhD) in Chemistry, National University of Singapore
- Fellow, Singapore Computer Society
- Fellow, Health Information Management Systems Society
- Certified Information Technology Project Manager (Senior)
- Certified Healthcare Chief Information Officer (CHCIO)s (CHIME-US Certified Healthcare Information Management Executives)

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
- Global Advisory Board of Kellogg Business School at Northwestern University – Member
- Rush University Medical Center – Trustee

Working and professional experience

- 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