



BOARD OF DIRECTORS



From left:

Juan Ricardo Luciano, Gregory Morris, Soh Gim Teik, Kuok Khoon Ean, Kishore Mahbubani, Teo La-Mei, Lim Siong Guan, Kuok Khoon Hong, Pua Seck Guan, Chong Yoke Sin, Tay Kah Chye, Kwah Thiam Hock, Teo Siong Seng, Kuok Khoon Hua and Tong Shao Ming



KUOK KHOON HONG, 73
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

16 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 – Non-Executive and Non-Independent Director
- Yihai Kerry Arawana Holdings Co., Ltd – Chairman and Director
- Adani Wilmar Limited – Vice Chairman and Director (Non-Executive)

Present principal commitment(s)

- Wilmar International Limited – Chairman and Chief Executive Officer

Other commitment(s)

- Perennial Holdings Private Limited – Director
- Perennial Group Private Limited – Director

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

- Nil

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

Notes:

- 1 "Principal commitment" has the same meaning as defined in the Code of Corporate Governance 2018.
- 2 Board of Directors' information is updated as of 2 March 2023



PUA SECK GUAN, 59
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

7 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 Chairman and Chief Executive Officer
- Wilmar International Limited – Chief Operating Officer (Part-Time)

Other commitment(s)

- Perennial Group Private Limited – Director
- Gardens by the Bay – 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
- Singapore-Zhejiang Economic and Trade Council – Member

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

- 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



TEO LA-MEI, 63
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

21 April 2022

Length of service as Director

4 years

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

- Nil

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



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KUOK KHOON EAN, 67
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

15 years 8 months

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

- Nil

Present principal commitment(s)

- Kuok (Singapore) Limited – Chairman
- Kerry Group Limited – Vice Chairman
- Kuok Brothers Sdn Berhad – Vice Chairman
- Kerry Holdings Limited – Director
- PACC Offshore Services Holdings Ltd – Director

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

- IHH Healthcare Bhd – 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, 44
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

6 years 8 months

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

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

Present principal commitment(s)

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

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

- Kerry Wines Limited

Working and professional experience

- Extensive experience in investment, logistics and property businesses

Academic and professional qualification(s)

- Bachelor of Economics, Harvard University, USA

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GREGORY MORRIS, 51
Non-Executive and
Non-Independent Director

Date of first appointment as Director

1 July 2022

Date of last re-election as Director

Not applicable

Length of service as Director

8 months

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

- Nil

Present principal commitment(s)

- Archer Daniels Midland Company – Senior Vice President and President of ADM's Agricultural Services and Oilseeds business

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

- Nil

Working and professional experience

- Extensive management experience in agribusiness industry

Academic and professional qualification(s)

- Masters in Business Administration, Drake University, Des Moines IA
- Bachelors of Science in Finance, Illinois State University



LIM SIONG GUAN, 75
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

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

- Nil

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

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

- GIC Pte Ltd - Advisor to Group Executive Committee

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, University of Singapore



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TAY KAH CHYE, 76
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

16 years 7 months*

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

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

- Chemical Industries (Far East) Ltd – Director
- Asiatravel.com Holdings Ltd (Delisted) – Lead Independent 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

* Mr Tay Kah Chye was re-appointed as an Independent Director at Wilmar's Annual General Meeting 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, 76
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

16 years 7 months*

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)

- Teho International Inc Ltd – Director

Present principal commitment(s)

- PM Shipping Pte Ltd – Director
- Philip Ventures Enterprise Fund 6 Ltd. – Director
- Philip Private Equity Fund 6 Ltd. – Director
- Philip Ventures Enterprise Fund 6B Ltd. – Director

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

- IFS Capital Limited – Director
- Excelpoint Technology Ltd (Delisted) – Director

Working and professional experience

- Extensive experience in accounting and trade financing and risk underwriting

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

* Mr Kwah Thiam Hock was re-appointed as an Independent Director at Wilmar's Annual General Meeting 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.

Notes:

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KISHORE MAHBUBANI, 74
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

7 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)

- Asia Research Institute, National University of Singapore - Distinguished Fellow
- NUS Medical International Council - Chairman
- Zurich Insurance Group Ltd – Director
- Aggregate Asset Management Pte Ltd – Chairman

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

- Nil

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



TEO SIONG SENG, 68
Non-Executive and
Independent Director

Date of first appointment as Director

1 May 2019

Date of last re-election as Director

21 April 2022

Length of service as Director

3 years 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
- Keppel Corporation Limited – Director

Present principal commitment(s)

- Pacific International Lines (Private) Limited – Executive Chairman
- 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

- Cosco Shipping Energy Transportation Co Ltd – Director
- Business China – Director

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



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SOH GIM TEIK, 68
Non-Executive and
Independent Director

Date of first appointment as Director

1 December 2019

Date of last re-election as Director

21 April 2022

Length of service as Director

3 years 3 months

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

- Olive Tree Estates Limited – Independent Director
- NoonTalk Media Limited – Lead Independent Director

Present principal commitment(s)

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

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

- KS Energy Limited – Director
- BBR Holdings (S) Ltd – Director
- EDBI Pte Ltd – Director
- National Healthcare Group Pte Ltd – Director
- Integrated Health Information Systems Pte Ltd – Member, Audit Committee
- 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

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DR. CHONG YOKE SIN, 66
Non-Executive and
Independent Director

Date of first appointment as Director

7 May 2021

Date of last re-election as Director

21 April 2022

Length of service as Director

1 year 9 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) (CHIME-US Certified Healthcare Information Management Executives)



JUAN RICARDO LUCIANO, 61
Alternate Director to
Gregory Morris

Date of first appointment as Alternate Director
1 July 2022

Date of last re-election as Alternate Director
Same as Principal Director

Length of service as Alternate Director
8 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 and Chairman of Directors and Corporate Governance Committee

Present principal commitment(s)

- Intersect Illinois – Director
- Economic Club of Chicago and the Commercial Club of Chicago – Member
- Rush University Medical Center – Trustee
- Business Roundtable – Member

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

- The US-China Business Council – Director
- Global Advisory Board of Kellogg Business School at Northwestern University – Member

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



TONG SHAO MING, 47
Alternate Director to
Kuok Khoon Hua

Date of first appointment as Alternate Director
27 October 2022

Date of last re-election as Alternate Director
Same as Principal Director

Length of service as Alternate Director
4 months

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

- Yihai Kerry Arawana Holdings Co., Ltd – Director
- Kerry TJ Logistics Co Ltd - Director

Present principal commitment(s)

- Kerry Holdings Limited – Investment Director

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

- Kerry Logistics Network Limited – Director

Working and professional experience

- Extensive experience in investments, capital markets and corporate finance transactions

Academic and Professional qualification(s)

- Bachelor's degree in Jurisprudence, Oxford University