



WILMAR INTERNATIONAL LIMITED

(Incorporated in the Republic of Singapore)

(Company Registration No. 199904785Z)

ANNOUNCEMENT

GRANT OF SHARE OPTIONS PURSUANT TO WILMAR EXECUTIVES SHARE OPTION SCHEME 2019 ("WILMAR ESOS 2019")

In accordance with Rule 704(29) of the Listing Manual of the Singapore Exchange Securities Trading Limited ("SGX-ST"), Wilmar International Limited (the "Company" or "Wilmar") wishes to announce that the Company has on 29 September 2020 granted share options ("Options") pursuant to the rules of Wilmar ESOS 2019, details of which are as follows:

Date of Grant	29 September 2020
Exercise price of Options granted The exercise price is at a discount of 10% to the Market Price. (<i>Market Price is defined as the average of the last dealt prices per share on SGX-ST for a period of five consecutive market days immediately prior to the date of grant of Options, rounded up to the nearest whole cent in the event of fractional prices.</i>)	S\$3.94
Total Number of Options granted	40,380,000
Market price of its securities on the date of grant (last dealt price)	S\$4.42
Number of Options granted to each director and controlling shareholders (and each of their associates) of the Company, if any	<u>Executive Directors</u> Mr KUOK Khoon Hong – 1,500,000 Mr PUA Seck Guan – 1,000,000 Ms TEO La-Mei – 750,000 <u>Non-Executive Directors</u> Mr KUOK Khoon Ean – 500,000 Mr KUOK Khoon Hua – 500,000 Mr Raymond Guy YOUNG – 500,000 <u>Independent Directors</u> Mr LIM Siong Guan – 500,000 Mr TAY Kah Chye – 500,000 Mr KWAH Thiam Hock – 500,000 Mr Kishore MAHBUBANI – 500,000 Mr Weijian SHAN – 500,000 Mr TEO Siong Seng – 500,000 Mr SOH Gim Teik – 300,000 <u>8,050,000</u>

Validity and Exercise Period of the Options granted	The Options are valid for a period of five years (including the respective vesting periods) from the date of grant and are exercisable as follows: (i) Vesting periods for executive directors and executives: • After 2nd anniversary of the date of grant – 33% of the Options granted; • After 3rd anniversary of the date of grant – another 33% of the Options granted; and • After 4th anniversary of the date of grant – remaining 34% of the Options granted. (ii) Vesting period for non-executive directors: • After 2nd anniversary of the date of grant – 100% of the Options granted.
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Issued by
WILMAR INTERNATIONAL LIMITED
29 September 2020