



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**”) wishes to announce that the Company has on 1 September 2022 granted share options (“**Options**”) pursuant to the rules of Wilmar ESOS 2019:

Date of grant	1 September 2022
Exercise price of Options granted The exercise price is at a discount of 7% to the Market Price. (<i>Market Price is defined as the average of the last dealt price 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\$3.78
Total number of Options granted	42,455,000
Market price of its securities on the date of grant (last dealt price)	S\$4.04 per share
Number of Options granted to each director and controlling shareholder (and each of their associates) of the Company, if any	<p><u>Executive Directors</u></p> <p>Mr KUOK Khoon Hong – 1,500,000</p> <p>Mr PUA Seck Guan – 1,000,000</p> <p>Ms TEO La-Mei – 750,000</p> <p><u>Non-Executive Directors</u></p> <p>Mr KUOK Khoon Ean – 500,000</p> <p>Mr KUOK Khoon Hua – 500,000</p> <p><u>Independent Directors (“ID”)</u></p> <p>Mr LIM Siong Guan (Lead ID) – 500,000</p> <p>Mr TAY Kah Chye – 500,000</p> <p>Mr KWAH Thiam Hock – 500,000</p> <p>Mr Kishore MAHBUBANI – 500,000</p> <p>Mr TEO Siong Seng – 500,000</p> <p>Mr SOH Gim Teik – 500,000</p> <p>Dr CHONG Yoke Sin – 500,000</p> <p style="text-align: right;"><u>7,750,000</u></p>

Validity and exercise period of the Options granted	<p>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:</p> <p>(i) Vesting periods for Executive Directors and executives</p> <ul style="list-style-type: none">• 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. <p>(ii) Vesting period for Non-Executive directors</p> <ul style="list-style-type: none">• After 2nd anniversary of the date of grant – 100% of the Options granted.
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WILMAR INTERNATIONAL LIMITED
1 September 2022