



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 3 September 2024 granted share options ("**Options**") pursuant to the rules of Wilmar ESOS 2019:

Date of Grant	3 September 2024		
Exercise price of Options granted	S\$2.83		
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 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>			
Total Number of Options granted	42,440,000		
Market price of its securities on the date of grant (last dealt price)	S\$3.14 per share		
Number of Options granted to each Director and controlling shareholder (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
	<u>Independent Directors ("ID")</u>		
	Mr LIM Siong Guan (Lead ID)	–	500,000
	Mr Kishore MAHBUBANI	–	500,000
	Mr SOH Gim Teik	–	500,000
	Dr CHONG Yoke Sin	–	500,000
	Dr Louis CHEUNG	–	500,000
	Ms Jessica CHEAM	–	500,000
	Mr George YEO	–	300,000
			<u>7,550,000</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: (a) Vesting periods for Executive Directors' and executives' Options: (i) After second anniversary of the date of grant – 33% of the Options granted may be exercised. (ii) After third anniversary of the date of grant – another 33% of the Options granted may be exercised. (iii) After fourth anniversary of the date of grant – the remaining 34% of the Options granted may be exercised. (b) Vesting period for Non-Executive and Independent Directors' Options: (i) After second anniversary of the date of grant – 100% of the Options granted may be exercised.
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Issued by
WILMAR INTERNATIONAL LIMITED
3 September 2024