



WILMAR INTERNATIONAL LIMITED Board Diversity Policy

Wilmar International Limited (“Company” or “Wilmar”) recognises the importance of having a board composition that comprises directors who, as a group, is able to provide an appropriate balance and diversity in skills, experience, gender and the relevant industry knowledge as it will lead to better board performance.

Wilmar appreciates the benefits that diversity can bring to a board of directors (“Board”). Diversity promotes the inclusion of different perspectives and enables a company to benefit from all available talent.

The nationalities, skills and competencies collectively represented on the Board of Wilmar reflect the diverse nature of the global business environment in which the Wilmar Group operates.

The Nominating Committee (“NC”) reviews and assesses board composition on behalf of the Wilmar Board. The NC may, in addition to conducting its own search, engage qualified independent advisors to assist in identifying prospective director candidates. The NC evaluates prospective director candidates (including candidates nominated by major shareholders) and recommends proposed director appointments for approval by the Wilmar Board.

The Board’s selection criteria of director candidates is based on the right blend of competencies, skills, the ability to contribute effectively and experience relevant to Wilmar’s global business operations.

In essence, Wilmar embraces board diversity as it is an essential element contributing to the sustainable development of the Company. Wilmar will give due regard to the most appropriate mix of board members in its board nomination process to enable the Board to continually enhance the business performance of the Wilmar Group.