CHANGE - ANNOUNCEMENT OF APPOINTMENT::APPOINTMENT OF NON-EXECUTIVE AND INDEPENDENT DIRECTOR - MS. JUDITH AMANDA SOURRY KNOX

Issuer & Securities

Issuer/ Manager

OLAM GROUP LIMITED

Securities

OLAM GROUP LIMITED - SGXE65760014 - VC2
OLAM S$250M5.375% PERPSEC - SGXF39597590 - VT0B

Stapled Security

No

Announcement Details

Announcement Title

Change - Announcement of Appointment

Date &Time of Broadcast

31-Jul-2026 17:17:28

Status

New

Announcement Sub Title

Appointment of Non-Executive and Independent Director - Ms. Judith Amanda Sourry Knox

Announcement Reference

SG260731OTHRFLGE

Submitted By (Co./ Ind. Name)

Michelle Tanya Kwek

Designation

Company Secretary

Description (Please provide a detailed description of the event in the box below)

Appointment of Non-Executive and Independent Director - Ms. Judith Amanda Sourry Knox

Additional Details

Date of appointment

01/08/2026

Name of person

Judith Amanda Sourry Knox

Age

63

Country of principal residence

United States of America

The Board's comments on this appointment (including rationale, selection criteria, board diversity considerations, and the search and nomination process)

Further to the announcement made by the Company on 10 April 2026 in relation to the Board renewal, the Board of Directors (the "Board") of Olam Group Limited (the "Company" or "Olam") wishes to announce the appointment of Ms. Amanda Sourry ("Ms. Sourry") as a Non-Executive and Independent Director of the Company with effect from 1 August 2026.

The Board with the Nomination and Remuneration Committee ("NRC") have reviewed the Board composition and considered the experience and skillset that are present and required on the Board. Based on the criteria laid down and in line with the Group's Board Diversity Policy, Ms. Sourry is considered by the Board as having possessed the academic and professional qualifications, technical knowledge and expertise with the relevant business experience that will add to the bench strength of the existing Board. The Board is satisfied that Ms. Sourry will be able to contribute significantly to the Board and the Company.

Whether appointment is executive, and if so, the area of responsibility

Non-Executive

Job title (e.g. Lead ID, AC Chairman, AC Member etc.)

Non-Executive and Independent Director
Member of Sustainability Committee

Professional qualifications

University of Cambridge, Sidney Sussex College, MA (Hons)

Working experience and occupation(s) during the past 10 years

Fortune 500 board experience as a non-executive director with Kroger Co. (NYSE: KR), one of the world's largest food retailers with fiscal 2025 sales of $148B, and PVH Corporation (NYSE: PVH), a leading global apparel and retail company with $9.0B in 2025 revenues. Non-executive director of OFI, a global B2B leader in sustainable, natural, and plant-based food ingredients and solutions, part of the strategic reorganization of Olam Group Limited. Prior board experience includes serving as an independent director for Ontario Teachers' Pension Plan on the Board of Trivium Packaging B.V., a leading global metal packaging company. Senior Advisor to the Boston Consulting Group and a member of BCG's executive coaching team.

Executive career of over 30 years with Unilever, most recently as President Unilever North America and global Leadership Executive Committee member. Previous experience includes President Unilever Global Foods Category. Strategist and operator with a proven track record of driving profitable growth, business transformation, innovation, customer development, and M&A in scale operating companies and categories. Purpose-driven, with a deep understanding of sustainability and a strong commitment to developing and mentoring talent.

Shareholding interest in the listed issuer and its subsidiaries

No

Any relationship (including immediate family relationships) with any existing director, existing executive officer, the issuer and/or substantial shareholder of the listed issuer or of any of its principal subsidiaries

NIL

Conflict of interest (including any competing business)

NIL

Undertaking (in the format set out in Appendix 7.7 or Appendix 7H) under Mainboard Rule 720(1) or Catalist Rule 720(1) has been submitted to the listed issuer

Yes

Other Principal Commitments* Including Directorships#

* "Principal Commitments" has the same meaning as defined in the Code of Corporate Governance.

These fields are not applicable for announcements of appointments pursuant to Mainboard Rule 704(9) or Catalist Rule 704(8).

Past (for the last 5 years)

Trivium Packaging B.V.
Beautycounter LLC.
Advisor to Temasek

Present

ofi Group Limited, Non-Executive and Independent Director
The Kroger Co., Non-Executive Director
PVH Corporation, Non-Executive Director
Boston Consulting Group, Senior Advisor and Executive Coach

Information Required

Disclose the following matters concerning an appointment of director, chief executive officer, chief financial officer, chief operating officer, general manager or other officer of equivalent rank. If the answer to any question is "yes", full details must be given.

(a) Whether at any time during the last 10 years, an application or a petition under any bankruptcy law of any jurisdiction was filed against him or against a partnership of which he was a partner at the time when he was a partner or at any time within 2 years from the date he ceased to be a partner?

No

(b) Whether at any time during the last 10 years, an application or a petition under any law of any jurisdiction was filed against an entity (not being a partnership) of which he was a director or an equivalent person or a key executive, at the time when he was a director or an equivalent person or a key executive of that entity or at any time within 2 years from the date he ceased to be a director or an equivalent person or a key executive of that entity, for the winding up or dissolution of that entity or, where that entity is the trustee of a business trust, that business trust, on the ground of insolvency?

Yes

If yes, please provide full details.

Shawgo et al. v. Counter Brands LLC et al. was a class action filed in February 2024 by former independent contractors concerning contracts for the sale of Beautycare products and the post-termination enforceability of non-solicitation clauses. Ms. Sourry resigned from the board in March 2024. Beautycounter went into foreclosure in April 2024. The action was dismissed on 31 March 2025.

(c) Whether there is any unsatisfied judgment against him?

No

(d) Whether he has ever been convicted of any offence, in Singapore or elsewhere, involving fraud or dishonesty which is punishable with imprisonment, or has been the subject of any criminal proceedings (including any pending criminal proceedings of which he is aware) for such purpose?

No

(e) Whether he has ever been convicted of any offence, in Singapore or elsewhere, involving a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, or has been the subject of any criminal proceedings (including any pending criminal proceedings of which he is aware) for such breach?

No

(f) Whether at any time during the last 10 years, judgment has been entered against him in any civil proceedings in Singapore or elsewhere involving a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, or a finding of fraud, misrepresentation or dishonesty on his part, or he has been the subject of any civil proceedings (including any pending civil proceedings of which he is aware) involving an allegation of fraud, misrepresentation or dishonesty on his part?

No

(g) Whether he has ever been convicted in Singapore or elsewhere of any offence in connection with the formation or management of any entity or business trust?

No

(h) Whether he has ever been disqualified from acting as a director or an equivalent person of any entity (including the trustee of a business trust), or from taking part directly or indirectly in the management of any entity or business trust?

No

(i) Whether he has ever been the subject of any order, judgment or ruling of any court, tribunal or governmental body, permanently or temporarily enjoining him from engaging in any type of business practice or activity?

No

(j) Whether he has ever, to his knowledge, been concerned with the management or conduct, in Singapore or elsewhere, of the affairs of:-

(i) any corporation which has been investigated for a breach of any law or regulatory requirement governing corporations in Singapore or elsewhere; or

No

(ii) any entity (not being a corporation) which has been investigated for a breach of any law or regulatory requirement governing such entities in Singapore or elsewhere; or

No

(iii) any business trust which has been investigated for a breach of any law or regulatory requirement governing business trusts in Singapore or elsewhere; or

No

(iv) any entity or business trust which has been investigated for a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere,

in connection with any matter occurring or arising during that period when he was so concerned with the entity or business trust?

No

(k) Whether he has been the subject of any current or past investigation or disciplinary proceedings, or has been reprimanded or issued any warning, by the Monetary Authority of Singapore or any other regulatory authority, exchange, professional body or government agency, whether in Singapore or elsewhere?

No

Disclosure applicable to the appointment of director only.

Any prior experience as a director of an issuer listed on the Exchange?

No

If no, please state if the director has attended or will be attending training on the roles and responsibilities of a director of a listed issuer as prescribed by the Exchange.

Ms. Sourry has not attended training on the roles and responsibilities of a director of a listed issuer as prescribed by the Exchange.

As part of the new director induction program, Ms. Sourry will be briefed on the legal, regulatory and governance requirements as well as the general duties of a director.
She will also complete the prescribed mandatory training as specified under Practice Note 2.3 of the Listing Manual within one year from the date of her appointment to the Board.

Please provide details of relevant experience and the nominating committee's reasons for not requiring the director to undergo training as prescribed by the Exchange (if applicable).

Not applicable.