

## CHANGE - ANNOUNCEMENT OF APPOINTMENT::APPOINTMENT OF INDEPENDENT NON-EXECUTIVE DIRECTOR - MR. SIMON COOPER

### 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-Mar-2026 07:00:29

#### Status

New

#### Announcement Sub Title

Appointment of Independent Non-Executive Director - Mr. Simon Cooper

#### Announcement Reference

SG260331OTHR86G4

#### 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 Independent Non-Executive Director - Mr. Simon Cooper

### Additional Details

#### Date of appointment

31/03/2026

#### Name of person

Simon Nigel Cooper

#### Age

58

Country of principal residence

Singapore

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

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, the Board has identified a list of potential Board candidates (including Mr. Simon Cooper) through various channels of recommendation. Mr. Cooper was assessed for suitability rigorously by select members of the Board, in particular, the NRC. The Board with the NRC has considered the recommendation of the NRC and the existing composition of the Board. Mr. Cooper is considered by the Board as having possessed the academic and professional qualifications, technical knowledge and expertise and extensive business experience that will add to the collective wisdom of the existing Board. The Board is satisfied that Mr. Cooper will be able to contribute significantly to the Board and the Company.

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

Non-Executive

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

Independent Non-Executive Director

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Professional qualifications

Master of Law, Cambridge University, United Kingdom

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

Standard Chartered Bank (CEO of Corporate, Commercial & Institutional Banking and Europe & Americas)

Mr. Cooper is a senior financier with 35 years' experience in global banking. He was most recently Global Chief Executive of Standard Chartered Corporate, Commercial & Institutional Banking segment (2016-2024) and CEO of its businesses across Europe and the Americas (2020-2024).

From 1989 to 2016, Mr. Cooper held a number of senior roles in HSBC Group including as Group Managing Director and Chief Executive of Global Commercial Banking, CEO of HSBC Middle East and North Africa, CEO Korea and Head of Corporate and Investment Banking, Singapore.

Mr. Cooper is a non-executive director of Nordea Bank Abp and Chairman of the Advisory Board of Singapore Management University, Lee Kong Chian School of Business. He was previously a trustee of the Standard Chartered Foundation and served as Non-Executive Director of HSBC plc, Saudi British Bank (SAB) and HSBC Oman SAOG.

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Shareholding interest in the listed issuer and its subsidiaries

No

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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

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Conflict of interest (including any competing business)

Nil

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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

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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)

Standard Chartered Bank  
Standard Chartered Foundation

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Present

Nordea Bank Abp (Director)  
Lee Kong Chian School of Business Advisory Board (Chairman)

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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

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(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?

No

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

No

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(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

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(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

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(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

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(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

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(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

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(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

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(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

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(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

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(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

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(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

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(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?

Yes

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If yes, please provide full details.

A cautionary warning was issued to Mr. Simon Cooper during his tenure as CEO of HSBC Korea resulting from Financial Supervisory Services' 2010 audit of HSBC Korea. The warning was an instruction to pay close attention to the findings in the audit relating to its global markets business and ensure proper remediation.

Notwithstanding the receipt of cautionary warning, the arrangements in question were consistent with market practise of foreign banks operating in Korea at the time. It was also consistent with HSBC's global regulator's guidelines.

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Disclosure applicable to the appointment of director only.

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

No

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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.

Mr. Cooper possessed extensive experience as a non-executive director of companies listed on overseas stock exchanges through his directorship with Saudi British Bank, HSBC Bank Oman SAOG, and more

recently, Nordea Bank Abp. Olam Group is Mr. Cooper's first appointment on a company listed on SGX-ST.

Mr. Cooper has completed the INSEAD International Directors Programme. He will complete the additional/bridging programme as prescribed under the SGX-ST Listing Rules for first time directors for SGX-ST listed companies within one year from his date of appointment to the Board.

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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.

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