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**WH Group Limited**  
**萬洲國際有限公司**

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 288)**

**APPOINTMENT OF EXECUTIVE DIRECTOR AND  
MEMBER OF BOARD COMMITTEES**

**APPOINTMENT OF EXECUTIVE DIRECTOR**

The board (the “**Board**”) of directors (the “**Director(s)**”) of WH Group Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) is pleased to announce that Mr. Charles Shane Smith (“**Mr. Smith**”) has been appointed as an executive Director with effect from 11 August 2021.

The biographical details of Mr. Smith are set out as follows:

Mr. Smith, age 48, has served as a director, the president and chief executive officer of Smithfield Foods, Inc. (“**Smithfield**”) (an indirect wholly owned subsidiary of the Company) since 8 July 2021. He has served in various other positions with Smithfield since joining Smithfield in 2003, including chief strategy officer from January 2021 to 7 July 2021, executive vice president of Smithfield European operations from April 2019 to January 2021, president of Smithfield Romania operations from November 2017 to April 2019 and chief financial officer of Smithfield Europe operations from September 2012 to April 2019. Mr. Smith has expertise in overseeing the day-to-day operations of the entire vertically integrated business of Smithfield. Mr. Smith obtained his Master of Business Administration degree from the College of William and Mary in Virginia in 2009 and Bachelor of Science in accounting from Mount Olive College in 2000. Mr. Smith became a certified public accountant under the laws of North Carolina of the United States of America in 2001. In October 2017, Mr. Smith agreed to forfeit his certificate as a certified public accountant solely due to his inability to locate a written confirmation of attendance at two hours (of the annual requirement of a total of 40 hours) of continuing

education. While Mr. Smith has the right to apply for reissuance of his certificate, subject to fulfillment of certain requirements of the North Carolina accounting board, he has elected not to do so because he no longer holds himself out to the public as a certified public accountant.

Mr. Smith has entered into a service agreement with the Company for a term of three years commencing on 11 August 2021. Mr. Smith will not be entitled to receive any Director's fee. However, Mr. Smith will be entitled to receive a discretionary management bonus which will be determined by the Board with reference to the performance of the Company, the prevailing market conditions and his individual overall performance as a Director after the completion of each service year. As Mr. Smith currently also serves as a director, president and chief executive officer of Smithfield, he is also entitled to a basic annual salary of US\$1,500,000 and a performance-based bonus which is linked to the operating results of Smithfield. The aforementioned remuneration of Mr. Smith for his positions in the Group was determined with reference to his duties and responsibilities and the prevailing market conditions.

In accordance with the articles of association of the Company, Mr. Smith will hold office until the next annual general meeting of the Company and will be eligible for re-election at that meeting, and will be subject to retirement by rotation and re-election at least once every three years at the annual general meeting of the Company.

As at the date of this announcement, Mr. Smith is interested in share options to subscribe for 1,000,000 shares of the Company granted under the pre-IPO share option scheme of the Company (representing approximately 0.01% of the total issued shares of the Company) within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) (the "SFO").

Save as disclosed above, as at the date of this announcement, Mr. Smith (i) has not held any other positions with the Company and other members of the Group; (ii) has not held any other directorship in public companies the securities of which are listed on any securities market in Hong Kong or overseas in the last three years; (iii) does not have any other major appointments and professional qualifications; (iv) does not have any other relationship with any Directors, senior management or substantial or controlling shareholders of the Company; and (v) does not have any interests in the shares of the Company or the shares of its associated corporations within the meaning of Part XV of the SFO.

Save as disclosed above, there is no other information required to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and there are no other matters in connection with the appointment of Mr. Smith that need to be brought to the attention of the shareholders of the Company.

## APPOINTMENT OF MEMBER OF BOARD COMMITTEES

The Board further announces that Mr. Smith has been appointed as a member of the Environmental, Social and Governance Committee, the Food Safety Committee and the Risk Management Committee of the Company with effect from 11 August 2021.

The Board would like to take this opportunity to welcome Mr. Smith to join the Board as an executive Director.

By order of the board of  
**WH Group Limited**  
**Wan Long**  
*Chairman and Chief Executive Officer*

Hong Kong, 11 August 2021

*As at the date of this announcement, the executive Directors are Mr. WAN Long, Mr. GUO Lijun, Mr. MA Xiangjie and Mr. Charles Shane SMITH; the non-executive Director is Mr. JIAO Shuge; and the independent non-executive Directors are Mr. HUANG Ming, Mr. LEE Conway Kong Wai and Mr. LAU, Jin Tin Don.*