

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2025

Olam Americas, LLC and Olam Holdings, Inc.

Chicago and Bolingbrook

I. Development Assistance Agreements Awarded in 2023

	Assistance Amount	Agreement Number
EDGE Tax Credit	0.00	23 ZCA024

II. Organization/Project Site Information

Chief Officer or authorized designee	KULWANT SINGH
Title	Sr. Tax Director
Address	205 E. RIVER PARK CIR STE 310
	FRESNO, CA 93720
	United States
Phone	5592566244
E-mail	kulwant.singh@ofi.com
Standard Industrial Classification Number (SIC#)	5199
North American Industry Classification System (NAICS)	424490

III. Did the recipient's use of the State Funding reduce employment at any other site in Illinois? No

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IV. Job Creation and Retention Data

Program Type EDGE Tax Credit

Agreement Number 23 ZCA024

Assistance Amount 0.00

Report Header Definitions	
Wages	Average Annual Salary by Classifications
Full-Time	Permanent Full-Time
+/-	Gain or (Loss)

Number of Employees At the Time of Application

Job Classification	Avg Annual Salary	Positions	Full-Time	Part-Time	Temporary
Human Resources	0.00	0	0	0	0
Information Technology	0.00	0	0	0	0
Innovation, Quality, Food Safety	0.00	0	0	0	0
Legal & Compliance	0.00	0	0	0	0
Office Administration	0.00	0	0	0	0
Plant operations	0.00	0	0	0	0
Sales & Marketing	0.00	0	0	0	0
Supply Chain	0.00	0	0	0	0
Executive	199276.00	33	33	0	0
Finance	81647.00	71	71	0	0
Global Sourcing/PL&Ingredients/Trading	0.00	0	0	0	0
Totals:		104	104	0	0

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Number of Employees As of the Date of the Report (12/31/2025)

Job Classification	Avg Annual Salary	Positions	Full-Time	+/-	Part-Time	+/-	Temporary	+/-
Human Resources	150000.00	7	7	7	0	0	0	0
Information Technology	200000.00	21	21	21	0	0	0	0
Innovation, Quality, Food Safety	150000.00	32	32	32	0	0	0	0
Legal & Compliance	230000.00	8	8	8	0	0	0	0
Office Administration	100000.00	6	6	6	0	0	0	0
Plant operations	80000.00	27	27	27	0	0	0	0
Sales & Marketing	150000.00	41	41	41	0	0	0	0
Supply Chain	120000.00	18	18	18	0	0	0	0
Executive	450000.00	7	7	-26	0	0	0	0
Finance	130000.00	13	13	-58	0	0	0	0
Global Sourcing/PL&Ingredients/Trading	160000.00	4	4	4	0	0	0	0
Totals:		184	184	80	0	0	0	0

Number of Jobs Stated in the Agreement that would be Created at the Site as a Result of Assistance

Job Classification	Avg Annual Salary	Positions	Full-Time	Part-Time	Temporary
Manager	100000.00	50	50	0	0
Totals:		50	50	0	0

Number of Jobs Stated in the Agreement that would be Retained at the Site as a Result of Assistance

Job Classification	Avg Annual Salary	Positions	Full-Time	Part-Time	Temporary
Manager	199276.00	33	33	0	0
Non-Manager	81647.00	71	71	0	0
Totals:		104	104	0	0

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Number of Full-Time Permanent Employees Anticipated To Be Hired at this Site on 12/31/2025

Job Classification	Anticipated Starting Dates	Number of Positions to be Hired in this Category	Average Annual Wage per New Employee	Total New Payroll to be Created
Global Sourcing/PL&Ingredients/Trading	4/1/2026	3	\$170,000.00	\$510,000.00
HR/IT/Quality/Marketing	4/1/2026	5	\$178,000.00	\$890,000.00
Finance	4/1/2026	4	\$140,000.00	\$560,000.00
Totals:		12		\$1,960,000.00

Job Creation Data Explanatory Notes

If the change (gain/loss) in the number of full-time permanent employees as of the date of the report plus the number of full-time permanent employees anticipated to be hired after date of the report does not equal the number of full-time permanent employees stated in the Agreement that would be created at the site as a result of the assistance, then please explain why not:

Hired more employees than anticipated.

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I, Kulwant Singh, as the chief officer or authorized designee of the recipient, verify that the information in the progress report contains no knowing misrepresentation of material facts upon which eligibility for development assistance is based. I further certify that, to the best of my knowledge, the recipient is in compliance with the development assistance agreement(s) between, or on behalf of, the recipient and the Illinois Department of Commerce and Economic Opportunity and/or the Illinois Department of Transportation and/or the office of the Illinois State Treasurer

Signature on File

4/30/2026

Signature

Date

Sr. Tax Director

Title