



News Release

GraceKennedy Announces Leadership Changes - Don Wehby Retires; New CEO Announced

Kingston, Jamaica, January 14, 2025 – GraceKennedy Limited has announced key leadership changes, effective February 14, 2025, coinciding with the company's 103rd anniversary.

After a distinguished tenure, the Honourable Don Wehby, CD, OJ will retire as Group CEO on February 14, 2025, and step down from the Board of Directors. Mr. Wehby joined GraceKennedy in 1995 and was appointed Group CEO in 2011. During his tenure, the company more than doubled in size with revenue moving from J\$58 billion in 2011, to J\$155 billion in 2023.

Expansion through mergers and acquisitions has been a hallmark of Wehby's leadership, enabling the company to grow regionally and globally. Under his guidance, it has become one of the largest and most dynamic entities in the Caribbean, with operations spanning the Caribbean, North and Central America, the United Kingdom, and Europe. "I am proud of the progress we have made during my tenure, and I am confident that the new leadership team will take GraceKennedy to even greater heights," said Wehby. "I want to thank the Board, my colleagues, and our customers for their support over the years," he added.

Frank James, current CEO of the company's Domestic Foods Division and former Group CFO, will assume the position of Group CEO on February 14th, 2025, and be appointed to the Board on the same date. Mr. James joined GraceKennedy in 2005 as Vice President of Strategic Planning and Corporate Development. James quickly moved through the ranks, occupying senior roles in both the Food and Financial Services Divisions, before he was appointed Group CFO in 2012. He was also appointed to the Board of Directors that same year. In April 2019, James was appointed Chief Executive Officer, GK Foods Domestic, the largest division in the group of companies, where he has championed growth and efficiency. Under his leadership, revenues for GK Foods Domestic grew by more than sixty percent up to 2023 and continues on that growth path, with even greater growth in profitability over the period.

**Released by the GraceKennedy Corporate Communication Department
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"I am honoured to take on the role of Group CEO and lead the GraceKennedy team," said Mr James. "We will continue to focus on delivering value to our customers, shareholders, and the communities we serve," he added.

Professor Gordon Shirley, Chairman of GraceKennedy Limited, commented, "Don Wehby is an exceptional leader who sees opportunities in challenges and leads by example. We are grateful for his innovative spirit, impeccable work ethic and dedication to ensuring that the company continues to make a difference in the communities we serve. Don's leadership and vision has been instrumental in shaping the company into what it is today."

He added, "We welcome Frank to his new role as Group CEO and I have every confidence that his strong leadership will ensure continued growth and innovation across the business. The best is yet to come for GraceKennedy."

Professor Shirley also expressed his gratitude to Andrew Messado, GraceKennedy Group CFO, for his exemplary leadership during the transition period, following Don Wehby's temporary leave of absence as Group CEO, in late 2024. The GraceKennedy Chairman noted, "Mr. Messado's steady hand ensured the company's continued momentum, and his contributions during this period are gratefully acknowledged."

These leadership changes are in keeping with the company's succession plan and are designed to ensure continuity and drive future growth, in line with its 2030 Vision of becoming the Caribbean's #1 brand with Jamaican roots and a global reach.

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Frank James will be appointed GraceKennedy Group CEO effective February 14, 2025.