

DEL MONTE PACIFIC LIMITED

(Incorporated in the British Virgin Islands with limited liability)

BOARD DIVERSITY POLICY

Value Statement / Purpose

We believe diversity is important to Board effectiveness as a means to enhance decision-making by harnessing the variety of skills, industry and business experiences, gender, age, ethnicity and culture, geographical background and nationalities, tenure of service, and other distinguishing qualities of each of the members of the Board.

Role of the Nominating Committee

Our Nominating Committee is responsible for:

- Reviewing the composition of the Board and assessing the appropriate mix of diversity, skills, experience and expertise required based on current and projected activities of the Company and the extent to which these are represented on the Board;
- Overseeing Board succession and renewal, including making recommendations for the retirement and appointment of directors based on meritocracy, having due regard for the benefits of diversity on the Board;
- Monitoring, reviewing and reporting to the Board on the implementation of this Policy; and
- Conducting a periodic review of this Policy, including its effectiveness, and recommending appropriate revisions to the Board.

Board Effectiveness

We strongly believe that an effective Board is one with the right balance and diversity to promote an inclusive and harmonious culture, underpinned by robust processes. Our Board consists of highly qualified individuals with diverse skills, knowledge, experiences, personal attributes, among other qualities which, when combined, provide a wide range of perspectives and dynamics to enhance the quality of its performance.

Board Oversight, Monitoring and Disclosures

The Board is responsible for approving, monitoring and reporting on diversity at the relevant levels of the Company, including the Board level. The Board will ensure that appropriate disclosures are made in the Annual Report regarding Board diversity. The corporate governance section of the Annual Report shall include a summary of this Policy and measurable objectives set for implementing the Policy and progress made towards achieving this objectives.