

#### ADDITIONAL INFORMATION ON DIRECTORS SEEKING RE-APPOINTMENT

Pursuant to Rule 720(6) of the Listing Manual of the SGX-ST, the information on Ms Lee Kia Jong Elaine (Mrs Elaine Lim), Mrs Joanne de Asis Benitez and Dr Eufemio Rasco, Jr (who are seeking re-appointment as Directors at the Company's Annual General Meeting) are set out below:

INFORMATION AS REQUIRED IN APPENDIX 7.4.1	MS LEE KIA JONG ELAINE (MRS ELAINE LIM) <i>Independent Director</i>
Date of appointment	6 September 2024
Date of last re-appointment	N.A.
Age	69
Country of principal residence	Singapore
The Board's comments on this re-appointment	The Nominating and Governance Committee (NGC) (with Mrs Lim abstaining as it pertains to her re-appointment) had recommended to the Board the re-appointment of Ms Lee Kia Jong Elaine (Mrs Elaine Lim) as a Director and took into account her attendance at meetings, contributions and performance in its assessment and recommendation. The Board concurred with the NGC's recommendation on Mrs Elaine Lim's re-appointment as a Director of the Company.
Whether re-appointment is executive, and if so, the area of responsibility	No
Job Title	N.A.
Professional qualifications	<ul style="list-style-type: none"> <li>• MBA, University of Chicago Booth Graduate School of Business</li> <li>• Fellow, Singapore Institute of Directors</li> </ul>
Working experience and occupation(s) during the past 10 years	<p>2015 – Present Director of various organisations</p> <p>Please refer to the "Board of Directors" section of DMPL's FY2025 Annual Report</p>
Shareholding interest in the Company and its subsidiaries	Nil
Any relationship (including immediate family relationship) with any existing director, existing executive officer, the Company and/ or substantial shareholder of the Company or any of its subsidiaries	None
Conflict of interest (including any competing business)	Nil

**INFORMATION AS REQUIRED  
IN APPENDIX 7.4.1**

**MS LEE KIA JONG ELAINE (MRS ELAINE LIM)**  
*Independent Director*

Undertaking (in the format set out in Appendix 7.7) under Rule 720(1) of the Listing Manual of the SGX-ST has been submitted to the Company

Yes

Other Principal Commitments<sup>1</sup> including Directorships<sup>2</sup>

Past Directorships  
(for the last 5 years)  
• Lien Aid Limited

Present / Existing Directorships  
• Combine Will International Holdings Limited  
• Sabana Industrial REIT

(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/her or against a partnership of which he/she was a partner at the time when he/she was a partner or at any time within 2 years from the date he/she ceased to be a partner?

No

(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/she was a director or an equivalent person or a key executive, at the time when he/she 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/she 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

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

No

(d) Whether he/she has ever been convicted of any offense, 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/she is aware) for such purpose?

No

- 1 "Principal Commitments" has the same meaning as defined in the 2018 Code of Corporate Governance (i.e. includes all commitments which involve significant time commitment such as full-time occupation, consultancy work, committee work, non-listed company board representations and directorships and involvement in non-profit organizations. Where a director sits on the boards of non-active related corporations, those appointments should not normally be considered principal commitments).
- 2 Not applicable for announcements of appointment pursuant to Rule 704(9) of the Listing Manual of the SGX-ST (i.e. appointment of a person who is a relative of a director or chief executive officer or substantial shareholder of the Company to a managerial position in the Company or any of its principal subsidiaries).

**INFORMATION AS REQUIRED  
IN APPENDIX 7.4.1**

**MS LEE KIA JONG ELAINE (MRS ELAINE LIM)**  
*Independent Director*

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| (e) Whether he/she has ever been convicted of any offense, 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/she is aware) for such breach?   | No |
| <hr/>  |    |
| (f) Whether at any time during the last 10 years, judgment has been entered against him/her 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/her part, or he/she has been the subject of any civil proceedings (including any pending civil proceedings of which he/she is aware) involving an allegation of fraud, misrepresentation or dishonesty on his/her part? | No |
| <hr/>  |    |
| (g) Whether he/she has ever been convicted in Singapore or elsewhere of any offense in connection with the formation or management of any entity or business trust?  | No |
| <hr/>  |    |
| (h) Whether he/she 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/she has ever been the subject of any order, judgment or ruling of any court, tribunal or governmental body, permanently or temporarily enjoining him/her from engaging in any type of business practice or activity?  | No |

**INFORMATION AS REQUIRED  
IN APPENDIX 7.4.1**

**MS LEE KIA JONG ELAINE (MRS ELAINE LIM)**  
*Independent Director*

- (j) Whether he/she has ever, to his/her 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
  - (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
  - (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
  - (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,

No

In connection with any matter occurring or arising during that period when he/she was so concerned with the entity or business trust?

- (k) Whether he/she 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?

No

INFORMATION AS REQUIRED IN APPENDIX 7.4.1	MRS JOANNE DE ASIS BENITEZ <i>Independent Director</i>
Date of appointment	11 December 2024
Date of last re-appointment	N.A.
Age	74
Country of principal residence	Philippines
The Board's comments on this re-appointment	The Nominating and Governance Committee (NGC) had recommended to the Board the re-appointment of Mrs Joanne de Asis Benitez as a Director and took into account her attendance at meetings, contributions and performance in its assessment and recommendation. The Board concurred with the NGC's recommendation on Mrs de Asis Benitez' re-appointment as a Director of the Company.
Whether re-appointment is executive, and if so, the area of responsibility	No
Job Title	N.A.
Professional qualifications	<ul style="list-style-type: none"> <li>• Then Managing Director of Credit Suisse First Boston New York</li> <li>• In 2002, then Philippine President Arroyo recognised her as the Most Outstanding Overseas Filipino</li> <li>• Senior advisor for Morgan Stanley involved in global transactions with Asian focus, specialising in the Philippines</li> <li>• MBA from Columbia Business School where she received the Student of the Year award</li> <li>• Executive Management Program at Stanford University</li> </ul>
Working experience and occupation(s) during the past 10 years	<p>2015 – Present Director of various organisations</p> <p>Please refer to the “Board of Directors” section of DMPL's FY2025 Annual Report</p>
Shareholding interest in the Company and its subsidiaries	Nil
Any relationship (including immediate family relationship) with any existing director, existing executive officer, the Company and/ or substantial shareholder of the Company or any of its subsidiaries	None
Conflict of interest (including any competing business)	Nil

**INFORMATION AS REQUIRED  
IN APPENDIX 7.4.1**

**MRS JOANNE DE ASIS BENITEZ**  
*Independent Director*

Undertaking (in the format set out in Appendix 7.7) under Rule 720(1) of the Listing Manual of the SGX-ST has been submitted to the Company

Yes

Other Principal Commitments<sup>1</sup> including Directorships<sup>2</sup>

Past Directorships  
(for the last 5 years)

- The International Institute of Strategic Studies (UK)

Present / Existing Directorships

- Globe Capital Partners, a boutique advisory group whose affiliations are distinguished experts
- Easycall Communications Philippines, Inc
- Aboitiz Equity Ventures
- Senior advisor for Morgan Stanley involved in global transactions with Asian focus, specializing in the Philippines
- Member of the board or international advisory board: Anneberg Foundation Trust at Sunnylands, Walton Family's Crystal Bridges Museum, Bretton Woods Committee and World Economy Council, all in USA, the International Institute of Strategic Studies (UK), and the APEC Business Advisory Council (Philippines)

(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/her or against a partnership of which he/she was a partner at the time when he/she was a partner or at any time within 2 years from the date he/she ceased to be a partner?

No

(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/she was a director or an equivalent person or a key executive, at the time when he/she 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/she 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

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

No

<sup>1</sup> "Principal Commitments" has the same meaning as defined in the 2018 Code of Corporate Governance (i.e. includes all commitments which involve significant time commitment such as full-time occupation, consultancy work, committee work, non-listed company board representations and directorships and involvement in non-profit organizations. Where a director sits on the boards of non-active related corporations, those appointments should not normally be considered principal commitments).

<sup>2</sup> Not applicable for announcements of appointment pursuant to Rule 704(9) of the Listing Manual of the SGX-ST (i.e. appointment of a person who is a relative of a director or chief executive officer or substantial shareholder of the Company to a managerial position in the Company or any of its principal subsidiaries).

**INFORMATION AS REQUIRED  
IN APPENDIX 7.4.1**

**MRS JOANNE DE ASIS BENITEZ**  
*Independent Director*

- |  |    |
|--|----|
| (d) Whether he/she has ever been convicted of any offense, 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/she is aware) for such purpose?   | No |
| <hr/>  |    |
| (e) Whether he/she has ever been convicted of any offense, 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/she is aware) for such breach?   | No |
| <hr/>  |    |
| (f) Whether at any time during the last 10 years, judgment has been entered against him/her 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/her part, or he/she has been the subject of any civil proceedings (including any pending civil proceedings of which he/she is aware) involving an allegation of fraud, misrepresentation or dishonesty on his/her part? | No |
| <hr/>  |    |
| (g) Whether he/she has ever been convicted in Singapore or elsewhere of any offense in connection with the formation or management of any entity or business trust?  | No |
| <hr/>  |    |
| (h) Whether he/she 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 |

**INFORMATION AS REQUIRED  
IN APPENDIX 7.4.1**

**MRS JOANNE DE ASIS BENITEZ**  
*Independent Director*

- (i) Whether he/she has ever been the subject of any order, judgment or ruling of any court, tribunal or governmental body, permanently or temporarily enjoining him/her from engaging in any type of business practice or activity? No

- (j) Whether he/she has ever, to his/her knowledge, been concerned with the management or conduct, in Singapore or elsewhere, of the affairs of: No

- (i) any corporation which has been investigated for a breach of any law or regulatory requirement governing corporations in Singapore or elsewhere; or
- (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
- (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
- (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/she was so concerned with the entity or business trust?

- (k) Whether he/she 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? No



INFORMATION AS REQUIRED IN APPENDIX 7.4.1	DR EUFEMIO RASCO, JR <i>Independent Director</i>
Date of appointment	6 September 2024
Date of last re-appointment	N.A.
Age	75
Country of principal residence	Philippines
The Board's comments on this re-appointment	The Nominating and Governance Committee (NGC) had recommended to the Board the re-appointment of Dr Eufemio Rasco, Jr as a Director and took into account his attendance at meetings, contributions and performance in its assessment and recommendation. The Board concurred with the NGC's recommendation on Dr Rasco's re-appointment as a Director of the Company.
Whether re-appointment is executive, and if so, the area of responsibility	No
Job Title	N.A.
Professional qualifications	<ul style="list-style-type: none"> <li>• Founding research director of East West Seed Company, which has become one of the world's leading tropical vegetable seed companies from its modest beginnings in the Philippines</li> <li>• Founded and served as the Chairperson of the Philippine Science Foundation for Rice Research and Industry until 2024, and presently sits in its Board of Trustees</li> <li>• Professor Emeritus in University of the Philippines (UP) Mindanao</li> <li>• Served as Dean of its College of Science and Mathematics</li> <li>• Authored 5 books and 90+ scientific papers</li> <li>• PhD in Plant Breeding and International Agriculture from Cornell University in New York, USA</li> <li>• MS degree in Plant Physiology from UP Los Banos</li> <li>• BS in Agriculture Major in Animal Science from UP Los Banos</li> </ul>
Working experience and occupation(s) during the past 10 years	<p>2015 – Present Director of various organisations</p> <p>Please refer to the “Board of Directors” section of DMPL's FY2025 Annual Report</p>
Shareholding interest in the Company and its subsidiaries	Nil
Any relationship (including immediate family relationship) with any existing director, existing executive officer, the Company and/ or substantial shareholder of the Company or any of its subsidiaries	None

INFORMATION AS REQUIRED IN APPENDIX 7.4.1	DR EUFEMIO RASCO, JR <i>Independent Director</i>
Conflict of interest (including any competing business)	Nil
Undertaking (in the format set out in Appendix 7.7) under Rule 720(1) of the Listing Manual of the SGX-ST has been submitted to the Company	Yes
Other Principal Commitments <sup>1</sup> including Directorships <sup>2</sup>	<p><u>Past Directorships</u> (for the last 5 years)</p> <ul style="list-style-type: none"> <li>• Institute of Plant Breeding in UP</li> <li>• Philippine Rice Research Institute</li> <li>• East West Seed Company</li> <li>• Philippine Science Foundation for Rice Research and Industry</li> </ul> <p><u>Present / Existing Directorships</u></p> <ul style="list-style-type: none"> <li>• Member of the Board of Advisers of East West Seed Company</li> <li>• President and Member of the Board of Directors of Coalition for Agriculture Modernization in the Philippines</li> <li>• Member of the Board of Trustees of the Philippine Science Foundation for Rice Research and Industry</li> <li>• As Chairman of the Agricultural Sciences Division, sits in the Executive Council of National Academy of Science and Technology (NAST); also provides lectures to NAST</li> </ul>
(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/her or against a partnership of which he/she was a partner at the time when he/she was a partner or at any time within 2 years from the date he/ she ceased to be a partner?	No
(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/she was a director or an equivalent person or a key executive, at the time when he/she 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/she 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

1 "Principal Commitments" has the same meaning as defined in the 2018 Code of Corporate Governance (i.e. includes all commitments which involve significant time commitment such as full-time occupation, consultancy work, committee work, non-listed company board representations and directorships and involvement in non-profit organizations. Where a director sits on the boards of non-active related corporations, those appointments should not normally be considered principal commitments).

2 Not applicable for announcements of appointment pursuant to Rule 704(9) of the Listing Manual of the SGX-ST (i.e. appointment of a person who is a relative of a director or chief executive officer or substantial shareholder of the Company to a managerial position in the Company or any of its principal subsidiaries).

**INFORMATION AS REQUIRED  
IN APPENDIX 7.4.1**

**DR EUFEMIO RASCO, JR**  
*Independent Director*

(c) Whether there is any unsatisfied judgment against him/her? No

(d) Whether he/she has ever been convicted of any offense, 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/she is aware) for such purpose? No

(e) Whether he/she has ever been convicted of any offense, 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/she is aware) for such breach? No

(f) Whether at any time during the last 10 years, judgment has been entered against him/her 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/her part, or he/she has been the subject of any civil proceedings (including any pending civil proceedings of which he/she is aware) involving an allegation of fraud, misrepresentation or dishonesty on his/her part? No

(g) Whether he/she has ever been convicted in Singapore or elsewhere of any offense in connection with the formation or management of any entity or business trust? No

(h) Whether he/she 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

**INFORMATION AS REQUIRED  
IN APPENDIX 7.4.1**

**DR EUFEMIO RASCO, JR**  
*Independent Director*

- (i) Whether he/she has ever been the subject of any order, judgment or ruling of any court, tribunal or governmental body, permanently or temporarily enjoining him/her from engaging in any type of business practice or activity? No

- (j) Whether he/she has ever, to his/her knowledge, been concerned with the management or conduct, in Singapore or elsewhere, of the affairs of: No

- (i) any corporation which has been investigated for a breach of any law or regulatory requirement governing corporations in Singapore or elsewhere; or
- (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
- (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
- (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/she was so concerned with the entity or business trust?

- (k) Whether he/she 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? No