



DEL MONTE PACIFIC LIMITED
(Incorporated in the British Virgin Islands)

APPOINTMENT OF ALTERNATE DIRECTOR IN THE COMPANY

Effective 2 October 2023, the Board of Directors of Del Monte Pacific Limited (the “Company”) has approved the appointment of Ms. Jeanette Beatrice Naughton as alternate director to Mr. Joselito D. Campos, Jr.

The Company’s Nominating and Governance Committee reviewed Ms Naughton’s qualifications and experience and gave due consideration to Board succession and diversity before the NGC endorsed to the Board, the appointment of Ms Naughton as alternate director to Mr. Campos.

Ms. Naughton is Vice President, Strategic Planning of the Company’s USA subsidiary, Del Monte Foods, Inc. (DMFI). She is the daughter of Mr. Campos, the Company’s Managing Director and CEO. Ms. Naughton is responsible for spearheading DMFI’s strategic planning function and Diversity, Equity and Inclusion (DEI) Initiatives, with principal involvement in DMFI’s mid-to-long term corporate vision, financial goals and key measures, business strategies and resources requirements. Ms. Naughton formerly held management positions at Google at their Mountain View, California headquarters. She has an MBA from the Sloan School of Management of the Massachusetts Institute of Technology and a BA Mathematics degree from Wellesley College.

BY ORDER OF THE BOARD

Antonio E. S. Ungson
Company Secretary
2 October 2023

Issuer & Securities

Issuer/ Manager

DEL MONTE PACIFIC LIMITED

Securities

DEL MONTE PACIFIC LIMITED - VGG270541169 - D03

Stapled Security

No

Announcement Details

Announcement Title

Change - Announcement of Appointment

Date & Time of Broadcast

02-Oct-2023 17:24:15

Status

New

Announcement Sub Title

Appointment of Alternate Director

Announcement Reference

SG231002OTHRUX3T

Submitted By (Co./ Ind. Name)

Antonio E S Ungson

Designation

Company Secretary

Description (Please provide a detailed description of the event in the box below)

Please see attached.

Additional Details

Date Of Appointment

02/10/2023

Name Of Person

Jeanette Beatrice Naughton

Age

46

Country Of Principal Residence

United States of America

The Board's comments on this appointment (including rationale, selection criteria, board diversity considerations, and the search and nomination process)

The Board noted Ms Naughton's sterling qualifications and relevant experience, particularly with respect to Del Monte Foods Inc.'s business operations. Her appointment is a critical step in the Board succession plan as well as the Company's diversity efforts.

Whether appointment is executive, and if so, the area of responsibility

Executive; Strategy

Job Title (e.g. Lead ID, AC Chairman, AC Member etc.)

Alternate Director to Joselito D Campos, Jr.

Professional qualifications

Master of Business Administration at the Sloan School of Management of the Massachusetts Institute of Technology Bachelor of Arts in Mathematics at Wellesley College

Any relationship (including immediate family relationships) with any existing director, existing executive officer, the issuer and/ or substantial shareholder of the listed issuer or any of its principal subsidiaries

Daughter of Joselito D. Campos, Jr., the Managing Director and Chief Executive Officer

Conflict of interests (including any competing business)

She has deemed interest in NutriAsia, Inc., an operating company in the Philippines engaged in the production, marketing and distribution of condiments and food products

Working experience and occupation(s) during the past 10 years

Vice President, Strategic Planning of Company's USA subsidiary, Del Monte Foods, Inc.

Undertaking submitted to the listed issuer in the form of Appendix 7.7 (Listing Rule 704(7)) Or Appendix 7H (Catalist Rule 704(6))

Yes

Shareholding interest in the listed issuer and its subsidiaries?

Yes

Shareholding Details

1,344,766,730 deemed interest (please see Appendix A attached for explanatory)

These fields are not applicable for announcements of appointments pursuant to Listing Rule 704 (9) or Catalist Rule 704 (8).

Past (for the last 5 years)

Del Monte Foods, Inc. - Director; Vice President - Strategic Planning

Present

Del Monte Foods, Inc. - Director; Vice President - Strategic Planning

Del Monte Foods Holdings Limited - Director; Vice President - Strategic Planning

Del Monte Philippines, Inc. - Director

(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 or against a partnership of which he was a partner at the time when he was a partner or at any time within 2 years from the date he 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 was a director or an equivalent person or a key executive, at the time when he 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 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?

No

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

No

(e) Whether he has ever been convicted of any offence, 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 is aware) for such breach?

No

(f) Whether at any time during the last 10 years, judgment has been entered against him 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 part, or he has been the subject of any civil proceedings (including any pending civil proceedings of which he is aware) involving an allegation of fraud, misrepresentation or dishonesty on his part?

No

(g) Whether he has ever been convicted in Singapore or elsewhere of any offence in connection with the formation or management of any entity or business trust?

No

CHANGE - ANNOUNCEMENT OF APPOINTMENT::APPOINTMENT OF ALTERNATE DIRECTOR

trustee of a business trust), or from taking part directly or indirectly in the management of any entity or business trust.

No

(i) Whether he has ever been the subject of any order, judgment or ruling of any court, tribunal or governmental body, permanently or temporarily enjoining him from engaging in any type of business practice or activity?

No

(j) Whether he has ever, to his 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

No

(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

No

(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

No

(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 was so concerned with the entity or business trust?

No

(k) Whether he 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

Any prior experience as a director of an issuer listed on the Exchange?

No

If no, please state if the director has attended or will be attending training on the roles and responsibilities of a director of a listed issuer as prescribed by the Exchange

Ms Naughton has completed the Harvard Business School's Women and Boards: Succeeding as a Corporate Director program in 2017. She intends to attend directors' training as prescribed by the SGX-ST.

Please provide details of relevant experience and the nominating committee's reasons for not requiring the director to undergo training as prescribed by the Exchange (if applicable)

N.A.

Attachments

[Appendix A.pdf](#)

Total size =231K MB

Appendix A

Please refer to highlighted deemed interest of Joselito D Campos, Jr and his children, including Ms Jeanette Beatrice Naughton.

4.1 Interest of Directors and Substantial Shareholders

The shareholdings of the Directors and Substantial Shareholders as recorded in the Register of Directors' Shareholdings and Register of Substantial Shareholders (based on notifications received from the respective Directors and Substantial Shareholders) as at the Latest Practicable Date were as follows:

		Direct Interest		Deemed Interest		Total Interest	
		Number Shares	of %	Number Shares	of %	Number Shares	of %
Directors							
Mr Rolando C Gapud		2,291,903	0.118	Nil	Nil	2,291,903	0.118
Mr Joselito D Campos, Jr		7,621,466	0.392	1,344,766,730 ⁽²⁾⁽³⁾	69.177	1,352,388,196	69.569
Mr Edgardo M Cruz, Jr		2,984,632	0.154	Nil	Nil	2,984,632	0.154
Mr Benedict Kwek Gim Song		117,092	0.006	Nil	Nil	117,092	0.006
Mr Godfrey E Scotchbrook		117,092	0.006	Nil	Nil	117,092	0.006
Dr Emil Q Javier		611,828	0.031	Nil	Nil	611,828	0.031
Mrs Yvonne Goh		Nil	Nil	Nil	Nil	Nil	Nil
Substantial Shareholders							
Bluebell Group Holdings Limited		189,736,540 ⁽²⁾	9.760	Nil	Nil	189,736,540	9.760
Golden Sunflower International Limited		Nil	Nil	189,736,540 ⁽²⁾	9.760	189,736,540	9.760
NutriAsia Pacific Ltd		1,155,030,190 ⁽³⁾	59.416	Nil	Nil	1,155,030,190	59.416
NutriAsia Holdings Limited		Nil	Nil	1,155,030,190 ⁽⁴⁾	59.416	1,155,030,190	59.416
NutriAsia Inc		Nil	Nil	1,155,030,190 ⁽⁴⁾	59.416	1,155,030,190	59.416
Well Grounded Limited		Nil	Nil	1,155,030,190 ⁽⁵⁾	59.416	1,155,030,190	59.416
Golden Chamber Investment Limited		Nil	Nil	1,155,030,190 ⁽⁵⁾	59.416	1,155,030,190	59.416
Star Orchid Limited		Nil	Nil	1,155,030,190 ⁽⁶⁾	59.416	1,155,030,190	59.416
HSBC Trustee (Hong Kong) Limited		Nil	Nil	1,344,766,730 ⁽⁶⁾	69.177	1,344,766,730	69.177
HSBC International Trustee Limited		Nil	Nil	1,344,766,730 ⁽⁶⁾	69.177	1,344,766,730	69.177
HSBC Finance		Nil	Nil	1,344,766,730 ⁽⁶⁾	69.177	1,344,766,730	69.177

(Netherlands)							
HSBC Holdings Plc	Nil	Nil	1,344,766,730 ⁽⁶⁾	69.177	1,344,766,730	69.177	
HSBC International Trustee (Holdings) Pte. Limited	Nil	Nil	1,344,766,730 ⁽⁶⁾	69.177	1,344,766,730	69.177	
The Hongkong and Shanghai Banking Corporation Limited	Nil	Nil	1,344,766,730 ⁽⁶⁾	69.177	1,344,766,730	69.177	
HSBC Asia Holdings B.V.	Nil	Nil	1,344,766,730 ⁽⁶⁾	69.177	1,344,766,730	69.177	
HSBC Asia Holdings (UK) Limited	Nil	Nil	1,344,766,730 ⁽⁶⁾	69.177	1,344,766,730	69.177	
HSBC Holdings B.V.	Nil	Nil	1,344,766,730 ⁽⁶⁾	69.177	1,344,766,730	69.177	
Mr Joselito D Campos, Jr	7,621,466	0.392	1,344,766,730 ⁽⁶⁾	69.177	1,352,388,196	69.569	
Lee Foundation	Nil	Nil	106,854,000 ⁽⁹⁾	5.497	106,854,000	5.497	
Lee Foundation, States of Malaya	Nil	Nil	106,854,000 ⁽⁷⁾⁽⁹⁾	5.497	106,854,000	5.497	
Lee Pineapple Company (Pte) Limited	100,422,000	5.166	6,432,000 ⁽⁸⁾⁽⁹⁾	0.331	106,854,000	5.497	

Notes:

(1) As at the Latest Practicable Date, the percentage of issued capital is calculated based on 1,943,960,024 issued Shares (excluding 975,802 treasury shares) and there are no subsidiary holdings.

(2) Bluebell Group Holdings Limited ("BGHL") is wholly owned by Golden Sunflower International Limited ("GSIL"). GSIL is therefore deemed interested in the shares of the Company held by BGHL. GSIL is wholly owned by HSBC Trustee (Hong Kong) Limited ("HKL"). HKL is the trustee of Twin Palms Pacific Trust, the beneficiaries of which are Mr Joselito D Campos, Jr ("JDC") and his children and JDC is therefore interested in the 189,736,540 shares of the Company held by BGHL. The 189,736,540 shares are held in nominee by HSBC (Singapore) Nominees Pte Ltd.

(3) NutriAsia Pacific Limited ("NPL") is a substantial and controlling shareholder of the Company, holding 1,155,030,190 shares in the Company. JDC and his children have beneficial interests in NPL (through Golden Chamber Investment Limited and Star Orchid Ltd which hold trusts in which they are beneficiaries). JDC is therefore deemed to be interested in the shares of the Company held by NPL.

(4) NutriAsia Inc ("NI") owns 57.8% of NutriAsia Holdings Limited ("NHL"), which in turn owns 100% of NPL. NI is therefore deemed to be interested in the shares of the Company held by NPL.

(5) NPL holds 1,155,030,190 shares in the Company. NPL is wholly owned by NHL. NHL is therefore deemed interested in the shares of the Company held by NPL.

NHL is in turn majority owned by NI (57.8%) and partly owned by Well Grounded Limited ("WGL") (42.2%). NI and WGL are therefore deemed interested in the shares of the Company held by NPL.

NI is in turn majority owned by Golden Chamber Investment Limited ("GCIL") (65.4%) and WGL is in turn wholly owned by Star Orchid Limited ("SOL"). GCIL and SOL are therefore deemed interested in the shares of the Company held by NPL.

(6) GCIL and GSIL are owned by the Twin Palms Pacific Trust and SOL is wholly owned by The Star Orchid Trust, for which HSBC Trustee (Hong Kong) Limited ("HKL") acts as trustee for both trusts. HKL is therefore deemed interested in the shares of the Company held by NPL and BGHL. The beneficiaries of the Star Orchid Trust are beneficially owned by the Campos family.

HKL is in turn, wholly owned by HSBC International Trustee Limited. HSBC International Trustee Limited is therefore deemed interested in the shares of the Company held by NPL and BGHL.

HSBC International Trustee Limited is wholly owned by HSBC International Trustee (Holdings) Pte. Limited. HSBC International Trustee (Holdings) Pte. Limited is therefore deemed interested in the shares of the Company held by NPL.

HSBC International Trustee (Holdings) Pte Limited is wholly owned by The Hongkong and Shanghai Banking Corporation Limited. The Hongkong and Shanghai Banking Corporation Limited is therefore deemed interested in the shares of the Company held by NPL and BGHL.

The Hongkong and Shanghai Banking Corporation Limited is wholly owned by HSBC Asia Holdings B.V.. HSBC Asia Holdings B.V. is therefore deemed interested in the shares of the Company held by NPL and BGHL.

HSBC Asia Holdings B.V. is wholly owned by HSBC Asia Holdings (UK) Limited. HSBC Asia Holdings (UK) Limited is therefore deemed interested in the shares of the Company held by NPL and BGHL.

HSBC Asia Holdings (UK) Limited is majority owned by HSBC Holdings B.V.. HSBC Holdings B.V. is therefore deemed interested in the shares of the Company held by NPL and BGHL.

HSBC Holdings B.V. is wholly owned by HSBC Finance (Netherlands). HSBC Finance (Netherlands) is therefore deemed interested in the shares of the Company held by NPL and BGHL.

HSBC Finance (Netherlands) is wholly owned by HSBC Holdings Plc. HSBC Holdings Plc is therefore deemed interested in the shares of the Company held by NPL and BGHL.

(7) Lee Foundation, by virtue of its not less than 20% interest in Lee Pineapple Company (Pte) Limited, had a deemed interest in the Company's shares in which Lee Pineapple Company (Pte) Limited had a direct or deemed interest.

(8) Lee Foundation, States of Malaya, by virtue of its not less than 20% interest in Lee Pineapple Company (Pte) Limited, had a deemed interest in the Company's shares in which Lee Pineapple Company (Pte) Limited had a direct or deemed interest.

Lee Pineapple Company (Pte) Limited is deemed interested in the 6,432,000 shares of the Company held by its wholly-owned subsidiary, Pineapples of Malaya Private Limited