



The African Seed Company

NOTICE OF APPOINTMENT AND RETIREMENT OF BOARD MEMBERS



Mr. Rogério Alvares de Andrade

APPOINTMENT OF NON-EXECUTIVE DIRECTOR

The Board extends a warm welcome to Mr. Rogério Alvares de Andrade, nominated by the Limagrain Group, who will succeed Mr. Frederic Savin as a Board member effective 22 November 2025, pending ratification at the next Annual General Meeting.

Mr. Rogério Alvares de Andrade is a highly accomplished agribusiness executive with a distinguished career in leading research and development initiatives across the global agricultural landscape. With extensive experience spanning South America and Asia, he has earned a strong reputation for strategic vision, exceptional leadership of high-performing teams, and a proven ability to deliver innovative, market-ready crop solutions.

His expertise covers the full spectrum of agricultural R&D, with particular emphasis on the management and commercialisation of genetically modified traits and the development of new, high-yielding cultivars.

Since 2019, Mr. de Andrade has served as Head of Research for Limagrain Field Seeds Asia Pacific, where he oversees the company's research strategy for key crops, including corn, rice, barley, and pearl millet, across critical markets in China, India, and Thailand. In this capacity, he leads the scientific development of advanced hybrids and varieties and serves on the boards of multiple joint ventures, effectively bridging research, business strategy, and commercial implementation.

Mr. de Andrade holds an INSEAD Leadership Certificate, an Executive MBA from the Dom Cabral Foundation, an MSc in Genetics and Plant Breeding, and a BSc in Agronomy, both from Viçosa University.



Mr. Frederic Savin

RETIREMENT OF NON-EXECUTIVE DIRECTOR

Messrs. Frederic Savin retired from the Board on 5 September 2025.

The Board expresses its sincere appreciation and best wishes to Frederic Savin for his outstanding service and lasting contributions to Seed Co's success in Africa.

By Order of the Board,
Faithful Sithole
Company Secretary
17 December 2025