

BOARD AND MANAGEMENT

The Board of Directors is responsible for the overall direction of the Company and management of the Company. The Company's By-Laws provide that board meetings be held monthly to review and monitor the Company's financial position and operations.

The Board of Directors is composed of nine (9) directors, three (3) of whom are independent directors. The directors hold office for a term of one year until their successors are elected and qualified in accordance with the Company's By-Laws.

Board of Directors of the Company is composed of the following individuals:

Name	Age	Nationality	Position	Year Elected/ Ap pointed	Date of Last Election
Necisto U.Sytengco	63	Filipino	Chairman of the Board	2001	9 June 2017
Gerry D. Tan	51	Filipino	Executive Director	2016	9 June 2017
Esmeraldo A. Tepace	64	Filipino	Executive Director	2013	9 June 2017
Aylene Y.Sytengco	34	Filipino	Executive Director	2008	9 June 2017
Necisto Y. Sytengco II	33	Filipino	Executive Director	2010	9 June 2017
Ricardo Nicanor N. Jacinto	56	Filipino	Non-Executive Director	2015	9 June 2017
Yvonne C. Lih	66	Filipino	Independent Director	2017	9 Oct 2017
Lilian S. Linsangan	67	Filipino	Independent Director	2015	9 June 2017
Roberto F. Anonas, Jr.	62	Filipino	Independent Director	2017	9 Oct 2017

The day to day operations of the Company are entrusted to the Officers and Senior Executives responsible for the different functions of the Company. The following are the Officers and Senior Executives of the Company:

Name	Age	Nationality	Position	Date Appointed
Necisto U. Sytengco	63	Filipino	Chairman of the Board	5 March 2015
Gerry D. Tan	51	Filipino	President & Chief Executive Officer	29 January 2016
Esmeraldo A. Tepace	64	Filipino	Executive Vice President, Chief Operating Officer & Chief Risk Officer	5 March 2015
Aylene Y. Sytengco	34	Filipino	Chief Financial Officer & Treasurer	5 March 2015
Necisto Y. Sytengco II	33	Filipino	Senior Vice President for Marketing Operations & Assistant Treasurer	9 July 2015
Lali Y. Sytengco	67	Filipino	Vice President for Purchasing	5 March 2015
Ned Bryan Y. Sytengco	34	Filipino	Vice President for Investments	5 March 2015
Christine P. Base	47	Filipino	Corporate Secretary	1 January 2017
Regina Simona B. De Guzman	54	Filipino	General Counsel & Compliance Officer	6 February 2015/ 9 June 2017
Jennifer B. Balao	47	Filipino	AVP & Accounting Head	1 December 2014
Sabrina Adamelle Poon-Sytengco	33	Filipino	Corporate Information Officer & Investor Relations Officer	1 January 2017
Emerson P. Paulino	36	Filipino	Internal Auditor	21 March 2016

Provided below is the list of the members of the Board, and the corporate officers and their business experience during the past five (5) years:

Necisto U. Sytengco is the Founder of the business of the Company and has been its Chairman of the Board since the organization of the Company in 2001. He has over 40 years of experience in the chemical trading business and has been responsible for shaping the Company strategy and leading the growth of the Company. He also currently serves as Board Chairman of the corporations owned by the Sytengco Family which includes Aneco Industries Corporation, Anesy Holdings Corporation, Sytengco Foundation, Baler Industrial Corporation, Sytengco Enterprises Corporation, and Swan Insurance Agency Corporation.

Gerry D. Tan joined the Company in January 2016 as President & Chief Executive Officer. Mr. Tan has over 30 years of experience in the chemical distribution industry in the Philippines and the Asia-Pacific region. Prior his appointment in the Company, he was Senior Adviser and General Manager of Bluestar Silicones Asia-Pacific and a board director of Bluestar Silicones Shanghai of the China National Bluestar Corporation Group, a global frontrunner in new chemical materials. He led a successful career spanning key senior positions at Bluestar Silicones Asia-Pacific (2007 – 2015), Rhodia Silicones Asia-Pacific(1998-2007) and Rhone-Poulenc Philippines (1986-1998).Mr. Tan earned his BS Chemistry degree magna cum laude from Siliman University and holds a Master's Degree in Business Administration from the Ateneo de Manila University.

Esmeraldo A. Tepace joined the Company in 2004 and has served as its Chief Operating Officer/General Manager since 2004.Prior to joining the Company, he was the Sales & Marketing executive of Baler Industrial Corporation, JY International Marketing Corporation, CAWC, Inc. and Chemphil Manufacturing Corporation. Mr. Tepace has over 35 years of experience in the chemical distribution business in the Philippines. He also currently serves as President of the following corporations owned by the Sytengco Family: Aneco Industries Corporation, Baler Industrial Corporation, Johny Realty & Enterprises Corporation, Sytengco Enterprises Corporation, Seren Philippines Corporation and ULife Corporation. Mr. Tepace graduated from Manuel L Quezon University with a degree on BS Chemical Engineering.

Aylene Y. Sytengco joined the Company as Treasurer in 2008 and has served as its Chief Financial Officer since 2013. She is responsible for the day to day management of the financial affairs of the Corporation which covers accounting, financing & treasury, budget & financial planning and investment management. She also currently serves as an executive director (Director & Treasurer)of the corporations owned by the Sytengco Family which includes Anesy Holdings Corporation, ADZ On Wheels Corporation, Bewin Philippine Corporation, Anase Realty & Enterprises Corporation, Baler Industrial Corporation, Canon Realty & Development Corporation, Sytengco Enterprises Corporation, Seren Philippines Corporation and ULife Corporation. She holds a degree in BS Management of Applied Chemistry from the Ateneo De Manila University.

Necisto Y. Sytengco II joined the Company as Purchasing Officer in 2008 and was appointed as VP Sales in 2010 and SVP – Marketing Operations in 2015 and Assistant Treasurer on 9 July 2015.He is responsible for planning and implementing sales and marketing programs of the Company. He also currently serves as an executive director (Director & Vice President) of the corporations owned by the Sytengco Family which includes Aneco Realty & Development Corporation, Benly Realty & Development Corporation, Bernly Realty & Development Corporation, Besty Realty & Development Corporation, Nessi Realty & Development Corporation, Nesso Realty & Development Corporation, Selec Realty & Development

Corporation, Anesy Holdings Corporation and Tamni Realty & Development Corporation. He earned his BS Entrepreneurial Management Degree cum laude from the University of Asia and the Pacific.

Ricardo Nicanor N. Jacinto was elected as non-executive director of the Company on 9 July 2015. He is currently the Chief Executive Officer of the Institute of Corporate Directors, a non-stock, not-for-profit organization dedicated to the professionalization of Philippine corporate directorship. He also serves as an Independent Director of Metro Retail Stores Group, Inc. He was formerly a Managing Director of Ayala Corporation and President & CEO of Habitat for Humanity Philippines. He also served as a director of Manila Water Corporation from 2011-2014. Mr. Jacinto earned his BS Business Economics magna cum laude from the University of the Philippines and holds a Master's in Business Administration from the Harvard Business School.

Lilian S. Linsangan was elected as an independent director of the Company on March 2015. She is currently the Chairperson of the Company's Audit, Risk Management and Related Party Transaction Committee. She is previously served as a director of the Women's Business Council of the Philippines. Prior to her retirement in 2011, she was Head of the Advisory Services Division (formerly also head of the Audit Division) of Punongbayan & Araullo. She also served as Chairman and President of the Association of Certified Fraud Examiners Philippines in 2013-2014 and 2009-2012, respectively. She has been a speaker and lecturer in various local and international conferences and seminars on risk management, corporate governance, best practices of Audit Committees, and fraud detection and prevention.

Yvonne C. Lih was elected as independent director on October 9, 2017 and is also the Lead Independent Director. She is a CPA and licensed real estate broker and holds a Masters in Business Administration from the Ateneo Graduate School of Business and is a graduate of the University of Negros Occidental –Recoletos, *magna cum laude*. Prior to her appointment in the Company, she was previously Chief Marketing Officer for Habitat for Humanity International, Senior Vice President, Property Sales and Leases Division of the Bank of the Philippines Islands and BPI Family Savings Bank, and Vice President, Centralized Operations Group of Citytrust Banking Corporation. She has over 40 years of experience in real estate management, audit and business control, strategic and project management and corporate governance.

Roberto F Anonas, Jr. was elected as independent director on October 9, 2017 and is also the Chairman of the Corporate Governance, Nomination and Remuneration Committee. He holds a Masters in Business Administration from IMEDE, a Management Development Institute under the University of Lausanne, Switzerland and is currently a member of the faculty of the University of Asia and the Pacific, School of Management as lecturer in Finance and management mentor/coach in the Entrepreneurial Management Program. He has attended training programs in financial management, investment and universal banking with Dillon Read & Co, NYC and Dresdner Bank AG, Frankfurt and has previously held senior management and executive positions in PLDT, PCI Capital Corporation and Philippine Commercial Capital, Inc. He is also a director of Pentarch Stalwark Builders, Inc. and an independent director of Macay Holdings, Inc.

Lali Y. Sytengco joined the Company in 2001 and has since served as the VP for Purchasing. She is responsible for product sourcing and supplier relationship management. She has over 20 years' experience in chemical procurement business. She is a graduate of University of Sto. Tomas, with a degree in BS Medical Technology.

Ned Bryan Y. Sytengco served as director of the Company from 2008 to 2015 and was appointed VP for Investments in 2015. He assists the Chief Investment Officer in overseeing the investments portfolio of the Company and sourcing for financing of investments acquisitions. He also serves as director of the corporations owned by the Sytengco Family which includes Swan Insurance Agency Corporation, Seren Philippines Corporation, Berny Realty & Development Corporation, Enaja Realty & Development Corporation, Lancer Realty & Development Corporation, and Altec Realty & Development Corporation.

Christine P. Base was appointed as Corporate Secretary of the Company in January 2017. Atty C. P. Base is a senior partner of Pacis & Reyes Law offices and is both a lawyer and CPA by profession. She obtained her J.D. degree from the Ateneo De Manila University. She also serves as corporate secretary of the following companies: Itaipinas Development Corporation, SL Agritech Corporation, Ever Gotesco Resources and Holdings, Inc., Asiasec Equities, Inc., Araneta Properties, Inc., and Anchor Land Holdings, Inc.

Regina Simona B. De Guzman is the General Counsel and Compliance Officer of the Company. Prior to this, she served as the Compliance Officer and General Counsel of the D & L Industries group of companies and the General Counsel of Del Monte Philippines Inc. of the multinational food and beverage group Del Monte Pacific Limited. She earned her LLB degree from the Ateneo De Manila University and her BS Business Economics Degree from the University of the Philippines.

Jennifer B. Balao joined the Company in 2014 as Assistant Vice President and Accounting Head. She was previously the HR and Finance Director of Pinnacle Real Estate Consulting Services Inc. and the Accounting Manager of Expressions Stationary Shop, Inc. She is a Certified Public Accountant and earned her Accounting degree from the Polytechnic University of the Philippines. She also holds MBA units from De La Salle University.

Sabrina Adamelle Poon-Sytengco is the Investor Relations Officer and Corporate Information Officer of the Company. Prior to her joining the Company, Ms. Poon previously worked as Program Officer in the Office of the Presidential Adviser on the Peace Process. She holds a Bachelors of Arts degree in International Studies, Major in International Relations from Miriam College and continuing education units in Women and Gender Studies from University of Delaware.

Emerson P. Paulino joined the Company in 2015 as Internal Auditor. Mr. Paulino is a certified public accountant (CPA) and a certified internal auditor (CIA). He has over 10 years' experience in Internal Audit in areas of manufacturing, IT, project management, finance (SOX), sales and administration. His professional work experience also extends to SAP security and IT audit involving multinational firms and conglomerate businesses.