

## Background information on Executive Committee Members

**Necisto U. Sytengco**, non-executive director and Chairman of the Executive Committee, 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 experience in the chemical trading business and has been responsible for shaping the Company strategy and leading the growth of the Company.

**Gerry D. Tan**, executive director and member of the Executive Committee, joined the Company in January 2016 as President & Chief Executive Officer. Mr. Tan has over 30 years 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 Masters Degree in Business Administration from the Ateneo de Manila University.

**Esmeraldo A. Tepace**, executive director and member of the Executive Committee, 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 experience in the chemical distribution business in the Philippines. Mr. Tepace graduated from Manuel L Quezon University with a degree on BS Chemical Engineering.

**Aylene Y. Sytengco**, executive director and member of the Executive Committee, 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 holds a degree in BS Management of Applied Chemistry from the Ateneo De Manila University.

**Necisto Y. Sytengco II**, executive director and member of the Executive Committee, 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 earned his BS Entrepreneurial Management Degree *cum laude* from the University of Asia and the Pacific.