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| BOARD AND MANAGEMENT |
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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 | 64 | Filipino | Chairman of the Board | 2001 | 22 June 2018 |
| Gerry D. Tan | 52 | Filipino | Executive Director | 2016 | 22 June 2018 |
| Esmeraldo A. Tepage | 65 | Filipino | Executive Director | 2013 | 22 June 2018 |
| Aylene Y.Sytengco | 35 | Filipino | Executive Director | 2008 | 22 June 2018 |
| Necisto Y. Sytengco II | 34 | Filipino | Executive Director | 2010 | 22 June 2018 |
| Ricardo Nicanor N. Jacinto | 57 | Filipino | Non-Executive Director | 2015 | 22 June 2018 |
| Geocel D. Olanday | 63 | Filipino | Independent Director | 2018 | 22 June 2018 |
| Roberto F. Anonas, Jr. | 63 | Filipino | Independent Director | 2017 | 22 June 2018 |

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 | 64 | Filipino | Chairman of the Board | 5 March 2015 |
| Gerry D. Tan | 52 | Filipino | President & Chief Executive Officer | 29 January 2016 |
| Esmeraldo A. Tepace | 65 | Filipino | Executive Vice President & Chief Operating Officer | 5 March 2015 |
| Aylene Y.Sytengco | 35 | Filipino | Chief Financial Officer & Treasurer Compliance Officer | 5 March 2015 1 April 2018 |
| Necisto Y. Sytengco II | 34 | Filipino | Senior Vice President- Marketing Operations & Assistant Treasurer | 9 July 2015 |
| Lali Y.Sytengco | 68 | Filipino | Vice President for Purchasing | 5 March 2015 |
| Christine P. Base | 48 | Filipino | Corporate Secretary | 1 January 2017 |
| Jennifer B. Balao | 48 | Filipino | Assistant Vice President & Accounting Head | 1 December 2014 |
| Jose Fidel R. Acuña | 33 | Filipino | Corporate Information Officer | 1 April 2018 |
| Sabrina Adamelle Poon-Sytengco | 34 | Filipino | Investor Relations Officer | 1 January 2017 |
| Maria Gemma R. Bien | 50 | Filipino | Internal Auditor | 29 October 2018 |

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.

Geocel D. Olanday was elected as independent director on 22 June 2018. He is the interim Chair of the Audit Committee and a member of the Corporate Governance and the Nomination & Remuneration Committees. He is a CPA, holds a Masteral degree in Business Administration from the University of the Philippines where he also graduated with a degree of Bachelor of Science in Business Administration and Accountancy. He is concurrently the CEO and Chief Advisor of Amaris Global Advisory Services (HK) Ltd., a teaching Fellow of the Institute of Corporate Directors, and a director of the board of Star 8 Green Technology Corporation (manufacturer and distributor of Solar E-Vehicles) and Aeternitas Memorial Chapels. Prior to his appointment, Mr. Olanday was a director of Mindoro Resources Ltd (a TSX-V listed junior mining company). In addition, he has over 40 years of work experience in senior executive positions in General Management, Finance, Marketing and Strategy & Business Development in various companies which include among others : Citibank NA, Unilever Philippines, Habitat for Humanity , Baxter Healthcare Corporation, and several real estate companies and related businesses at the Villar Group of Companies (Camella, Brittany, Crown Asia, Star Mall, Golden Haven, MGS Construction, Primewater, Planet Cable, Vitacare Hospital JV, Transportation, Pest Control, etc.) as well as Moldex Realty Corporation and Greenfield Development Corporation.

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.

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: Italphinas Development Corporation, SL Agritech Corporation, Ever Gotesco Resources and Holdings, Inc., Asiasec Equities, Inc., Araneta Properties, Inc., and Anchor Land Holdings, Inc.

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.

Jose Fidel R. Acuña earned his Bachelor's Degree in Law at Far Eastern University, and Bachelor of Arts Major in Legal Management at the University of Santo Tomas. He is currently a Senior Associate at Pacis and Reyes, Attorneys. Atty. Acuña is currently a Director of Italphinas Development Corporation, the Deputy Compliance Information Officer for SL Agritech Corporation, and the Corporate Secretary for Tanay Rural Bank. He is also a Director and/or Corporate Secretary for several private corporations.

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.

Maria Gemma R. Bien manages the operations and business development activities of GRP Compliance and Advisory Services Inc. ("GRP"), a finance and accounting business processing outsourcing company that offers value-added services such as but not limited to management and financial advisory, statutory compliance and tax advisory and internal audit outsourcing. Prior to setting up GRP in August 2016, she was engaged in the practice of providing financial advisory services to corporate and individual clients from 2009 as freelance consultant, leveraging on her ten (10) years extensive experience in Financial Advisory works as Senior Manager from 1997 to 2008 in Manabat Sanagustin and Co. (LM & Co.), an affiliate member firm of KPMG. While at KPMG Philippines, Ms. Bien successfully completed about 60 projects. This provided her opportunities working with professionals having diverse background and culture, as well as accountancy and finance from 1990 to 1997 as: i) an accountant in a real estate company; ii) a treasury assistant in a chemical manufacturing company and in a cement company; and iii) an investment analyst and technical assistant in a stock brokerage firm. Earlier this year, Ms. Bien attended a training in COSO Internal Control: Trends and Best Practices at the University of Asia and the Pacific. Ms. Bien obtained her Master of Business Administration (MBA) in Dela Salle University, Taft Avenue, Manila in 1995. She completed her Bachelor of Science in Commerce Major in Accounting from the University of Sto. Tomas, España Manila in 1988 and became as Certified Public Accountant on 1990.