

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 (1) year until their successors are elected and qualified in accordance with the Company's By-Laws.

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

Name	Age	Nationality	Position	Year Elected/ Appointed	Date of Last Election
Ricardo Nicanor N. Jacinto	59	Filipino	Chairman of the Board	2015	17 September 2020
Aylene Y. Sytengco	37	Filipino	Executive Director	2008	17 September 2020
Necisto Y. Sytengco II	36	Filipino	Executive Director	2010	17 September 2020
Gerry D. Tan	54	Filipino	Executive Director	2016	17 September 2020
Esmeraldo A. Tepage	67	Filipino	Executive Director	2013	17 September 2020
Lali Y. Sytengco	70	Filipino	Executive Director	2020	17 September 2020
Geocel D. Olanday	65	Filipino	Independent Director	2018	17 September 2020
Roberto F. Anonas, Jr.	65	Filipino	Independent Director	2017	17 September 2020
Helen T. de Guzman	62	Filipino	Independent Director	2019	17 September 2020

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
Ricardo Nicanor N. Jacinto	59	Filipino	Chairman of the Board	17 September 2020
Aylene Y. Sytengco	37	Filipino	Vice Chairperson, CFO and Treasurer	17 September 2020
Necisto Y. Sytengco II	36	Filipino	Vice Chairman, SVP Marketing	17 September 2020
Gerry D. Tan	54	Filipino	President and CEO	29 January 2016
Esmeraldo A. Tepace	67	Filipino	EVP and COO	5 March 2015
Lali Y.Sytengco	70	Filipino	VP Supply Chain	17 September 2020
Jose Fidel R. Acuña	35	Filipino	Chief Information Officer and Compliance Officer	17 September 2020
Aileen Lou G. Codamon	40	Filipino	AVP Controller	17 September 2020
Sabrina Adamelle Poon – Sytengco	36	Filipino	Investor Relations Officer	01 January 2017
Christine P. Base	50	Filipino	Corporate Secretary	01 January 2017
Maria Gemma R. Bien	52	Filipino	Internal Auditor	29 October 2018
Geocel D. Olanday	65	Filipino	Lead Independent Director	22 May 2019

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:

RICARDO NICANOR N. JACINTO was elected as non-executive director of the Company on 9 July 2015. He currently also serves as a director of Torre Lorenzo Development Corporation as well as an Independent Director of Metro Retail Stores Group, Inc, Etiqa Life and General Assurance Philippines, and Maybank ATR Kim Eng Capital Partners, Inc. He is likewise a Trustee of the Judicial Reform Initiative and the Institute of Corporate Directors (where he previously served as its Chief Executive Officer from 2013-2017). 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 Masters in Business Administration from the Harvard Business School.

AYLENE Y. SYTENGO 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. SYTENGO 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.

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 RhonePoulenc 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.

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.

GEOCEL D. OLANDAY was elected as independent director on 22 June 2018. He is a member of the Audit, Risk, Oversight and Related Party Transaction Committee, and likewise 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.

HELEN T. DE GUZMAN was elected as independent director on 22 May 2019 and is also the Chairperson of the Audit, Risk Oversight, and Related Party Transaction (ARRPT) Committee. Helen holds an Executive Masteral degree in Business Administration dean's list from the Asian Institute of Management. She is a certified public accountant, certified internal auditor and has global certification on risk management assurance. Currently, she is an Audit Committee advisor of the Peace and Equity Foundation Inc., board trustee of the Meralco Employees' Savings and Loan Association and a teaching Fellow and instructor of the Institute of Corporate Directors and the Institute of Internal Auditors Philippines, respectively. Previously she held directorship positions in Miescor Builders, Inc., Customer Frontline Solutions, Inc., and the Philippine Institute of Certified Public Accountants, Institute of Internal Auditors, Philippines, and the Asian Confederation of Institutes of Internal Auditors. Helen is a seasoned chief audit executive and a former external auditor. In addition, she has work experience in senior executive positions in comptrollership, treasury and general management in various companies, which include Metro, Inc., Computer Information System, Inc. and the Manila Electric Company.

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.

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 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.

AILEEN LOU M. CODAMON joined the Company in February 2020 as Assistance Vice President and Financial Controller. Prior to joining SBS Philippines Corporation, she was previously the AVP-Finance for Gigawatt Power Inc. She also served as Manager for Financial Planning Analysis for Solaire Resort and Casino, and as Finance Manager for World Citi Group and Crowne Plaza Manila Galleria. She is a Certified Public Accountant, and has ongoing studies in Master in Business Administration with the De La Salle University’s Graduate School of Business.