

Background information on Nomination and Remuneration Committee Members

Ricardo Nicanor N. Jacinto, was elected as non-executive director of the Company on 9 July 2015. On 17 September 2020, he was elected as Chairman of the Board of the Company, and as the Chairman of Nomination and Remuneration Committee on 09 November 2020. 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. Sytengco, joined the Company as Treasurer in 2008 and has served as its Chief Financial Officer since 2013 and Compliance Officer from 2018 to 2020. On 17 September 2020, she was elected as the Vice Chairperson of the Company and a member of the Audit and Risk Oversight Committee. On November 9, 2020, she was elected as a member of Nomination and Remuneration Committee. 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, Aneco Philippines Holdings Corporation, Anase Holdings Corporation, Baler Industrial Corporation, Canon Philippines Holdings 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. On 17 September 2020, he was elected as the Vice Chairperson of the Company. He was elected as member of Nomination and Remuneration Committee of 09 November 2020. He is responsible for planning and implementing sales and marketing programs of the Company. He also currently serves as the President of Anesy Holdings Corporation, and an executive director (Director & Vice President) of the corporations owned by the Sytengco Family which includes Aneco Philippines Holdings Corporation, Berny Philippines Holdings Corporation, Selec Holdings Corporation, Tamni Holdings Corporation, and ULife Corporation. He earned his BS Entrepreneurial Management Degree cum laude from the University of Asia and the Pacific.

Geocel D. Olanday, was first elected as independent director on 22 June 2018. He is the Lead Independent Director and Chair of the Related Party Transaction Committee. He is also a member of Audit and Risk Oversight Committee, and Corporate Governance Committee. On November 9, 2020, he was elected as member of Nomination and Remuneration Committee. 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.

Nomination and Remuneration Board Committee members as of November 9, 2020.