

NAME OF DIRECTOR	% of ATTENDANCE
RICARDO NICANOR N. JACINTO	100%
AYLENE Y. SYTENGCO	100%
NECISTO Y. SYTENGCO II	100%
GERRY D. TAN	100%
ESMERALDO A. TEPACE	100%
LALI Y. SYTENGCO	100%
GEOCEL D. OLANDAY	100%
ROBERTO F. ANONAS, JR	89%
HELEN T. DE GUZMAN	100%

For the period January 1, 2022 to December 31, 2022, the following are the committee attendance:

COMMITTEE	NAME OF DIRECTOR	% of ATTENDANCE
EXECUTIVE	GERRY D. TAN	100%
	NECISTO Y. SYTENGCO II	100%
	ESMERALDO A. TEPACE	100%
	AYLENE Y. SYTENGCO	100%
	LALI Y. SYTENGCO	100%
AUDIT AND RISK OVERSIGHT	HELEN T. DE GUZMAN	100%
	ROBERTO F. ANONAS, JR	60%
	GEOCEL D. OLANDAY	100%
	RICARDO NICANOR N. JACINTO*	100%
	AYLENE Y. SYTENGCO*	100%
RELATED PARTY TRANSACTIONS	GEOCEL D. OLANDAY	100%
	HELEN T. DE GUZMAN	100%
	ROBERTO F. ANONAS, JR	100%
CORPORATE GOVERNANCE,	ROBERTO F. ANONAS, JR	100%
	GEOCEL D. OLANDAY	100%
	HELEN T. DE GUZMAN	100%
	NECISTO Y. SYTENGCO II	100%
	LALI Y. SYTENGCO*	100%
NOMINATION AND REMUNERATION	ESMERALDO A. TEPACE**	100%
	RICARDO NICANOR N. JACINTO	100%
	NECISTO Y. SYTENGCO II	100%
FINANCE AND INVESTMENT	AYLENE Y. SYTENGCO	100%
	GEOCEL D. OLANDAY	100%
	AYLENE Y. SYTENGCO	100%
	NECISTO Y. SYTENGCO II	100%
	GERRY D. TAN	100%
	ROBERTO F. ANONAS, JR	100%
	GEOCEL D. OLANDAY	100%

* From January 1, 2022 to June 22, 2022 only

** From June 22, 2022 to December 31, 2022 only

B. Principal Officers

As of the date of this report, the following are the Officers and Senior Executives of the Company:

Name	Age	Nationality	Position	Date First Appointed
RICARDO NICANOR N. JACINTO	62	Filipino	Chairman of the Board	17 September 2020
AYLENE Y. SYTENGCO	39	Filipino	Vice Chairperson. Chief Financial Officer and Treasurer	17 September 2020 5 March 2015

NECISTO Y. SYTENGCO II	38	Filipino	Vice Chairman, Senior Vice-President - Marketing Operations & Assistant Treasurer	17 September 2020 9 July 2015
GERRY D. TAN	56	Filipino	President & Chief Executive Officer	29 January 2016
ESMERALDO A. TEPACE	69	Filipino	Executive Vice President, Chief Operating Officer	5 March 2015
LALI Y. SYTENGCO	72	Filipino	Vice President - Supply Chain	17 September 2020
CHRISTINE P. BASE	52	Filipino	Corporate Secretary	1 January 2017
AILEEN LOU G. CODAMON	42	Filipino	Assistant Vice President - Controller	17 September 2020
EMERSON P. PAULINO	42	Filipino	Chief Risk Officer and Chief Audit Executive	10 August 2021
JOSE FIDEL R. ACUÑA	37	Filipino	Chief Compliance Officer and Corporate Information Officer	17 September 2020 1 April 2018
SABRINA ADAMELLE POON- SYTENGCO	38	Filipino	Investor Relations Officer	1 January 2017
JOSE MA. JASON J. FRANCISCO	36	Filipino	Data Privacy Officer	25 June 2021
GEOCEL D. OLANDAY	67	Filipino	Lead Independent Director	22 May 2019

C. Business Experience

Ricardo Nicanor N. Jacinto, 62 years old, was first elected as a non-executive director of the Company on 15 July 2015. On 17 September 2020, he was elected as the Chairman of the Board of the Company, and as the Chairman of the Nomination and Remuneration Committee on 09 November 2020. He is likewise the Chairman of the Board and Independent Director of Maybank Capital, Inc. and Maybank Securities, Inc. 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 Securities (Thailand) Public Co., Ltd. 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. He was formerly a Trustee of the Judicial Reform Initiative and the Institute of Corporate Directors. 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, 39 years old, was first elected as Vice Chairperson on 17 September 2020 and as Chairman of the Finance and Investment Committee on 09 November 2021. She is also a member of the Executive Committee and the Nomination and Remuneration Committee. She 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 was first elected as director of the Company in 2008. 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, 38 years old, was first elected as Vice Chairman on 17 September 2020. He is also a member of the following Board Committees: Executive Committee, Corporate Governance and Ethics Committee, Nomination and Remuneration Committee, and Finance and Investment Committee. He 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 the Chairman 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.

Gerry D. Tan, 56 years old, joined the Company in January 2016 as President & Chief Executive Officer. He was first elected as director of the Company in 2016 and as Chairman of the Executive Committee on 17 September 2020 and a member of the Finance and Investment Committee. Mr. Tan has over 35 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. 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, 69 years old, joined the Company in 2004 and has served as its Chief Operating Officer/General Manager since 2004. He was first elected as director of the Company in March 2013 and is also a member of the Executive Committee. On 22 June 2022, Mr. Tepace was elected as member of the Corporate Governance Committee. 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 40 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: ADZ on Wheels Corporation; Aneco Industries Corporation, Baler Industrial 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, 72 years old, joined the Company in 2001 and has since served as the VP for Purchasing. She was first elected as director of the Company and a member of the Executive Committee on 17 September 2020. She is responsible for overall procurement including product sourcing, supplier relationship management and supply chain of the company. 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, 67 years old, was elected as independent director on 22 June 2018, Lead Independent Director since 22 May 2019 and Chairperson of the Corporate Governance and Ethics Committee since 22 June 2022. He is also a member of the Audit and Risk Oversight Committee, the Related Party Transactions Committee, the Finance and Investment Committee, and the 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. (Corporate Restructuring, Business Development & Financial Advisory; Transportation, Real Estate, ICT, etc.), a member of the Board of Trustees of the Institute of Corporate Directors and one of its most active Teaching Fellows, and a director of the board of Star 8 Green Technology Corporation (developer, manufacturer, and distributor of Solar E-Vehicles). Prior to his appointment, Mr. Olanday was a director of Mindoro Resources Ltd (a TSX-V listed junior mining company) and several subsidiaries of the Villar Group Real Estate businesses (Camella, Brittany, Crown Asia, Star Mall, Golden Haven, MGS Construction, Primewater, Planet Cable (now part of the Streamtech group), Vitacare Hospital JV, Metro Express Transportation, Environet Pest Control, Globalland Property Management, etc.). 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, Baxter Healthcare Corporation, the Villar Group of Companies as well as Moldex Realty Corporation and Greenfield Development Corporation. His advocacies include stints as COO of Habitat for Humanity, and President of i-Home Foundation Inc - both of which are Poverty and Socialized Housing NGOs.

Roberto F. Anonas, Jr., 67 years old, was elected as independent director on 9 October 2017 and is the Chairperson of the Related Party Transaction Committee since 22 June 2022. He is also a member

of the Audit and Risk Oversight Committee, the Corporate Governance and Ethics Committee, and the Finance and Investment Committee. He is currently Director and General Manager at Fuji Haya Electric Corporation and Director at Fuji Haya International Corporation. He is also an Independent Director and Chair of the Audit Committee of Macay Holdings, Inc. 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 Head of the New Business Ventures Module 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.

Helen T. De Guzman, 65 years old, was first elected as independent director of SBS Philippines Corporation on 22 May 2019 and is the Chairperson of the Audit and Risk Oversight Committee and a member of the Related Party Transactions Committee and the Corporate Governance and Ethics 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., independent director of Etiqa Life and General Assurance Philippines, Treasurer of Couples for Christ Global Mission Foundation, Inc. and a teaching Fellow of the Institute of Corporate Directors. 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, 52 years old, 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 and director of the following companies: Itaipinas Development Corporation and Anchor Land Holdings, Inc. and other private companies. She also serves as the corporate secretary for SL Agritech Corporation, Ever Gotesco Resources and Holdings, Inc., Asiasec Equities, Inc., and Araneta Properties, Inc.

Aileen Lou G. Codamon, 42 years old, joined the Company in 2020 and was appointed as Assistant Vice-President - Controller on 17 September 2020. 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.

Emerson P. Paulino, 42 years old, was appointed as Chief Risk Officer and Chief Audit Executive on 10 August 2021. He joined the Company in 2016 as the Internal Auditor. He pioneered the formation of the Internal Audit Department - establishing the Internal Audit plan, program and risk profile for audit. Mr. Paulino is a certified public accountant (CPA) and a certified internal auditor (CIA). He has over 15 years of experience (including supervisory and managerial level) 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. In 2018 up to 2020, he led the implementation of ERP project of the Company as its Project Manager. He was a part time professor of Accounting and Audit subjects from 2016 to 2018 in the Immaculate Heart of Mary College in Paranaque. Mr. Paulino completed his Bachelor of Science in Accountancy from the University of Perpetual Help; and also in Philippine School of Business Administration Manila (PSBA Manila) in his first two collegiate years.

Atty. Jose Fidel R. Acuña, 37 years old, is the Chief Information Officer since 1 April 2018 and Chief Compliance Officer of the Company since 17 September 2020. He 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 the Managing Partner of Acuña, Francisco, & Mendoza Law and the Corporate Secretary for TRBank, Inc. He is also a Director and/or Corporate Secretary for several private corporations.

Sabrina Adamelle Poon-Sytengco, 38 years old, is the Investor Relations Officer of the Company since 1 January 2017. 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.

Jose Ma. Jason J. Francisco, 36 years old, was appointed as Data Privacy Officer on 25 June 2021. He is a lawyer with a Juris Doctor degree and a degree in Bachelor of Arts, major in Legal Management. He is a Senior Partner of Acuña, Francisco & Mendoza Law ("AFM Law"), and in charge of AFM Law's corporate litigation and data privacy practice. He also heads AFM Law's labor, real estate, housing, contracts, torts, family and election law practice.

D. Significant Employee

The Company has no employee who is not an executive officer and who is expected in his own individual capacity to make a significant contribution to the business.

E. Family Relationships

Ms. Lali Y. Sytengco, Executive Director and VP for Supply Chain is the mother of Aylene Y. Sytengco, Vice Chairperson, CFO and Treasurer, and Necisto Y. Sytengco II, Vice Chairman, SVP-Marketing Operations & Assistant Treasurer. Aylene Y. Sytengco and Necisto Y. Sytengco II are siblings. Ms. Sabrina Adamelle Poon-Sytengco is the spouse of Necisto Y. Sytengco II.

F. Ownership Structure and Parent Company

As of 31 December 2022, Anesy Holdings Corporation owns 65.47 % of the outstanding voting Shares of the Company.

G. Involvement in Certain Legal Proceedings

There has been no occurrence of any of following events during the past five (5) years up to the date of this report which are material to an evaluation of the ability or integrity of any director, any person nominated to become a director, executive officer or control person of the Company:

- (i) Any insolvency or bankruptcy petition filed by or against any business of which such person was a general partner or executive officer either at the time of insolvency or bankruptcy or within two years prior to that time;
- (ii) Any conviction by final judgment in a criminal proceeding, domestic or foreign, or any pending criminal proceeding, domestic or foreign, excluding traffic violations and other minor offenses;
- (iii) Any final and executory order, judgment, or decree of any court of competent jurisdiction, domestic or foreign, permanently or temporarily enjoining, barring, suspending or otherwise limiting involvement in any type of business, securities, commodities or banking activities; and
- (iv) Any final and executory judgment by a domestic or foreign court of competent jurisdiction (in a civil action), the SEC or comparable foreign body, or a domestic or foreign exchange or electronic marketplace or self-regulatory organization, for violation of a securities or commodities law.

10. EXECUTIVE COMPENSATION