

Directors and Officers

Name	Age	Nationality	Position	Date Last Appointed
NECISTO U. SYTENGCO	63	Filipino	Chairman of The Board	5 March 2015
GERRY D. TAN	50	Filipino	President & Chief Executive Officer	29 January 2016
ESMERALDO A. TEPACE	63	Filipino	Executive Vice President & Chief Operating Officer	5 March 2015
VICTORINA B.LADRINGAN	64	Filipino	Executive Vice President & Chief Investments Officer	5 March 2015
AYLENE Y. SYTENGCO	32	Filipino	Chief Financial Officer & Treasurer	5 March 2015
NECISTO Y. SYTENGCO II	31	Filipino	Senior Vice President - Marketing Operations & Assistant Treasurer	9 July 2015
LALI Y. SYTENGCO	65	Filipino	Vice President for Purchasing	5 March 2015
NED BRYAN Y. SYTENGCO	31	Filipino	Vice President for Investments	5 March 2015

EVELYN T. CHING	51	Filipino	Vice President & Assistant Corporate Secretary	9 July 2015
REGINA SIMONA B. DE GUZMAN	53	Filipino	General Counsel, Corporate Secretary Compliance Officer & Chief Information Officer	5 March 2015

Business Experience

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 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. Mr. Sytengco earned his degree in Mechanical Engineering from the Mapua Institute of Technology.

Gerry D. Tan joined the Company in January 2016 as President & Chief Executive Officer. Mr. 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 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. 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, 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.

Victorina B. Ladrangan joined the Company in 1988 as Executive Vice President for Finance. She has over 27 years of experience in managing the financial affairs of chemical trading business. In March 2015, she was appointed Chief Investments Officer. As Executive Vice-President - Finance & Chief Investments Officer, she is responsible for overseeing the investments program of the Company which includes the acquisition and sale of the asset investments of the Company. She also currently serves as executive director of the corporations owned by the Sytengco Family which includes Anesy Holdings Corporation, Baler Industrial Corporation, Etana Realty Development Corporation, Neschester Corporation, Ogata Realty & Development Corporation, Secur Realty & Development Corporation and Tamni Realty & Development Corporation. Ms. Ladrangan earned her accounting degree from the University of Sto. Tomas.

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. He was formerly a Managing Director of Ayala Corporation and President & CEO of Habitat for Humanity Philippines and a former director of LLL Holdings, Inc. 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.

Lilian S. Linsangan was elected as an independent director of the Company on March 2015. She is currently a director of the Women's Business Council of the Philippines. Prior to her retirement in 2011, she was Head of the Advisory Services Division (formerly also head of the Audit Division) of Punongbayan & Arraulo. She also served as Chairman and President of the Association of Certified Fraud Examiners Philippines in 2013-2014 and 2009-2012, respectively. She has been a speaker and lecturer in various local and international conferences and seminars on risk management, corporate governance, best practices of Audit Committees, and fraud detection and prevention.

Rosaleo M. Montenegro was elected as an independent director of the Company on 9 July 2015. He is currently President of Data Land, Inc., a real estate development company. Prior to his retirement in 2011 from the Ayala group of companies, he was President of Avida Land Corporation, Amaia Land Corporation, Avida Sales Corporation and Amicassa Process Solutions, Inc. and Vice-President of Ayala Land Inc. of the Ayala Corporation group of companies. He also previously served as the Chief Financial Officer of Makati Development Corporation, Laguna Technopark Inc, Ayala Hotels, Inc., Ayala Greenfields Development Corp. and Avida Land Corporation, all subsidiary companies of Ayala Land 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.

Ned Bryan Y. Sytengco served as director of the Company from 2008 to 2015 and was appointed VP for Investments in 2015. He assists the Chief Investment Officer in overseeing the investments portfolio of the Company and sourcing for financing of investments acquisitions. He also serves as director of the corporations owned by the Sytengco Family which includes Swan Insurance Agency Corporation, Seren Philippines Corporation, Berny Realty & Development Corporation, Enaja Realty & Development Corporation, Lancer Realty & Development Corporation, and Altec Realty & Development Corporation.

Evelyn T. Ching was appointed as Vice President of the Company on 9 July 2015. She served as director of the Company from 2001 to 2015. She was Corporate Secretary of the Company from 2001-2014. She also currently serves as an executive director (Director & Corporate Secretary) of the corporations owned by the Sytengco Family which includes Aneco Industrial Corporation, Anesy Holdings Corporation, Sytengco Metro Philippines Corporation, Baler Industrial Corporation, Sytengco Enterprises Corporation, and Swan Insurance Agency Corporation.

Regina Simona B. De Guzman is the General Counsel and Corporate Secretary, Compliance Officer and Chief Information Officer of the Company. Prior to this, she served as the Compliance Officer and General Counsel of a local industrial conglomerate group listed on the PSE and as General Counsel of a multinational food and beverage group listed on the PSE and Singapore Stock Exchange. She earned her LLB degree from the Ateneo De Manila University and her BS Business Economics Degree from the University of the Philippines.