

**1. MANUEL V. PANGILINAN, *Chairman, Non-Executive Director***

**Age:** 77

**Date of First Appointment:** November 28, 2008

**Academic Background:**

Mr. Pangilinan graduated *Cum Laude* from the Ateneo de Manila University with a Bachelor of Arts degree in Economics. He received his Master of Business Administration degree from Wharton School of Finance & Commerce at the University of Pennsylvania in 1968.

**Business and Professional Background/ Experience:**

Mr. Pangilinan founded First Pacific Company Limited, a corporation listed on the Hong Kong Stock Exchange, in May 1981. He served as Managing Director of First Pacific Company Limited since its founding in 1981 until 1999. He was appointed Executive Chairman until June 2003, after which he was named Managing Director and Chief Executive Officer. In May 2006, the Office of the President of the Philippines awarded Mr. Pangilinan the Order of *Lakandula*, rank of *Komandante*, in recognition of his contributions to the country. He was named Management Man of the Year 2005 by the Management Association of the Philippines. Mr. Pangilinan was awarded Honorary Doctorates in Science by Far Eastern University in 2010; in Humanities by Holy Angel University in 2008; by Xavier University in 2007; and by San Beda College in 2002 in the Philippines. He was formerly Chairman of the Board of Trustees of the Ateneo de Manila University and was a member of the Board of Overseers of the Wharton School. He is a member of the ASEAN Business Advisory Council.

Mr. Pangilinan has been a Director of the Company and Philex Gold Philippines, Inc. (PGPI) since November 2008, and most recently re-elected on June 22, 2023. Mr. Pangilinan has been a Director of the Company and Philex Gold Philippines, Inc. (PGPI) since November 2008, and most recently re-elected on June 22, 2023. He is a Director of Silangan Mindanao Mining Co., Inc. (SMMCI). Mr. Pangilinan was once again appointed as President and CEO of PLDT, Inc and Smart Communications, Inc in January 2024. He also became the President and CEO of Manila Electric Company (Meralco) effective June 1, 2023. He is the Chairman, President and CEO of Metro Pacific Investments Corporation; PLDT Communications and Energy Ventures, Inc., Chairman of Global Business Power Corporation (GBP) - wholly owned by MERALCO PowerGen Corporation (MGen), Maynilad Water Services, Inc., Metro Pacific Tollways Corporation, NLEX Corporation, Philex Mining Corporation, PXP Energy Corporation, Landco Pacific Corporation, Metro Pacific Health – the largest group of private hospitals and other healthcare facilities with 23 hospitals such as Makati Medical Center, Cardinal Santos Medical Center, et al; Mediaquest Holdings, Inc. and Associated Broadcasting Corporation (TV 5), and the Vice Chairman of Roxas Holdings, Inc.

**Directorship in Other Listed Companies in the Philippines:**

- a. PLDT, Inc. – Chairman
- b. Roxas Holdings, Inc. - Vice Chairman and Non-Executive Director
- c. Manila Electric Company – Chairman
- d. PXP Energy Corporation – Chairman

**2. EULALIO B. AUSTIN, JR. *President & Chief Executive Officer, Executive Director.***

**Age:** 62

**Date of First Appointment:** June 29, 2011

**Academic Background:**

Mr. Austin graduated from Saint Louis University-Baguio City, with a Bachelor of Science degree in Mining Engineering and placed eight at the 1982 Professional Board Examination for mining engineers. He took his Management Development Program at the Asian Institute of Management in 2005 and his Advance Management Program at Harvard Business School in 2013.

**Business and Professional Background/ Experience:**

Mr. Austin has been a Director of the Company and PGPI since June 29, 2011 and was reelected on June 22, 2023. He became President and Chief Operating Officer on January 1, 2012 and President and CEO of the Company on April 3, 2013.

He previously served the Company as its Senior Vice President for Operations and Padcal Resident Manager in 2011, Vice President & Resident Manager for Padcal Operations from 2004 to 2010, Mine Division Manager (Padcal) from 1999 to 2003, Engineering Group Manager in 1998 and Mine Engineering & Draw Control Department Manager from 1996 to 1998. Mr. Austin concurrently serves as Director of PXP Energy Corporation and Silangan Mindanao Mining Co., Inc.

Outside of the Company, he is a member of the Chamber of Mines of the Philippines' Board of Trustees. Mr. Austin also sits as a member of the Executive Committee of the Board of Trustees and serves as the Chairman of the Membership Committee as well as the Towards Sustainable Mining Initiative Committee. He is a Competent Person (CP) for Copper and Gold Deposit by the Philippine Society of Mining Engineers under the PMRC guidelines. He was awarded 2021 Outstanding Professional of the Year in the Field of Mining Engineering by the Professional Regulation Commission of the Philippines. Also in 2016, he was awarded Most Outstanding Engineer of the Philippine Society of Mining Engineers (PSEM), aside from being the Founding President of PSEM's Philex Chapter. He was also recognized as the CEO of the Year on Mining by The Asset last 14 December 2015 in Hong Kong and was recently an Asia Pacific Entrepreneurship Awardee by the Enterprise Asia, awarded November 2016.

**Directorship in Other Listed Companies in the Philippines:**

- a. PXP Energy Corporation - Non-Executive Director

**3. JOSEPH H. P. NG, *Non-Executive Director.***

**Age:** 61

**Date of First Appointment:** January, 30 2019

**Academic Background:**

Mr. Ng received an MBA and a Professional Diploma in Accountancy from Hong Kong Polytechnic University. He is a member of the Hong Kong Institute of Certified Public Accountants, the Association of Chartered Certified Accountants and the Institute of Chartered Accountants in England and Wales. Mr. Ng is a Commissioner of PT Indofood Sukses Makmur Tbk.

**Business and Professional Background/ Experience:**

Mr. Ng was appointed as Director on January 30, 2019 and re-elected on June 22, 2023. He joined First Pacific in 1988 from PriceWaterhouse's audit and business advisory department in Hong Kong. He was appointed as Associate Director in April 2019. Prior to that, he was Executive Vice President of Group Finance and served in several senior positions within First Pacific Group, including as the Head of Finance of its regional telecom division and a director of a number of its telecom joint ventures in India, Indonesia and China. Mr. Ng is a Commissioner of PT Indofood Sukses Makmur Tbk and a director of PacificLight Power Pte Ltd.

**Directorship in Other Listed Companies in the Philippines:**

- a. PXP Energy Corporation - Non-Executive Director

**4. RICHARD P.C. CHAN, *Non-Executive Director***

**Age:** 54

**Date of First Appointment:** January 30, 2019

**Academic Background:**

Mr. Chan received a BBA (Hons) degree from Hong Kong Baptist University and an MBA from the Chinese University of Hong Kong. He is a Certified Public Accountant (Practising), a CFA Charterholder and a Fellow of the Hong Kong Institute of Certified Public Accountants and the Association of Chartered Certified Accountants.

**Business and Professional Background/ Experience:**

Mr. Chan was appointed as Director on January 30, 2019 and re-elected on June 22, 2023. He joined First Pacific in 1996 from KPMG. Prior to his appointment as Executive Vice President, Group Financial Controller in April 2019, Mr. Chan was Vice President, Group Financial Controller. He has experience in auditing, accounting, finance and management spanning a diverse range of business activities.

**5. MARILYN A. VICTORIO-AQUINO, *Non-Executive Director***

**Age:** 67

**Date of First Appointment:** December 7, 2009

**Academic Background:**

Ms. Aquino graduated Cum Laude (salutatorian) from the University of the Philippines with a Bachelor of Laws Degree in 1980, placed second in the Philippine Bar Examinations, and was admitted to the Philippine Bar in 1981. She is a member of the International Pacific Bar Association, Women Lawyers Circle, Federacion Internacional De Abogadas, Philippine Bar Association, and Integrated Bar of the Philippines.

**Business and Professional Background/ Experience:**

Ms. Aquino was elected to the Board of Directors of the Company and PGPI on December 7, 2009, and was reelected on June 22, 2023. She joined First Pacific Company Limited ("First Pacific") as Assistant Director in 2012 and has been appointed as Associate Director since 2018. She currently holds various positions in Philippine subsidiaries and affiliates of First Pacific and Metro Pacific Investments Corporation (an affiliate of First Pacific), including her directorships in PLDT Inc. (PLDT), PXP Energy Corporation and Silangan Mindanao Mining Company, Inc., which are PSE- listed companies. Ms. Aquino is also Director in Lepanto Consolidated Mining Company. She was recently elected to the PSE Board in June 2023. Prior to joining First Pacific, Atty. Victorio-Aquino retired as a Senior Partner at SyCip Salazar Hernandez and Gatmaitan Law Offices (SyCipLaw).

**Directorship in Other Listed Companies in the Philippines:**

- a. PXP Energy Corporation - Non-Executive Director
- b. Lepanto Consolidated Mining Company - Non-Executive Director
- c. PLDT, Inc.- Executive Director
- d. Philippine Stock Exchange-Non Executive Director

**6. OSCAR J. HILADO, *Lead Independent Director***

**Age:** 86

**Date of First Appointment:** December 7, 2009

**Academic Background:**

Mr. Hilado, a Certified Public Accountant, completed his undergraduate studies at the De La Salle College-Bacolod in 1958 and obtained his Master's degree in Business Administration from the Harvard School of Business Administration (Smith Mundt/Fulbright Scholar) in 1962. He received a Doctorate in Business Management, *Honoris Causa*, from the De La Salle University in 1992 and a Doctorate of Laws, *Honoris Causa*, from the University of St. La Salle in 2003.

**Business and Professional Background/ Experience:**

Mr. Hilado has been an Independent Director of the Company since December 7, 2009 and was most recently re-elected on June 22, 2023. Mr. Hilado holds the following positions: Chairman of Philippine Investment Management (PHINMA); Chairman Emeritus of Phinma Corporation; Vice-Chairman of Phinma Property Holdings Corporation and Union Galvasteel Corporation. Chairman of the Executive Committee of Phinma Corporation and Rockwell Land Corporation, Director of A. Soriano Corporation, Roxas Holdings, Inc. Smart Communications, Inc., Philippine Cement Corporation, Union Insulated Panel Corporation, Phinma Hospitality Inc., Phinma Education Holdings, Inc. Araullo University, Inc., Cagayan de Oro College, Inc., University of Iloilo, Inc., University of Pangasinan, Inc., Southwestern University, United Pulp and Paper Company, Inc., Digital Telecommunications Philippines, Inc., Seven Seas Resorts and Leisure, Inc., Beacon Venture Holdings, Inc., Manila Cordage Company, and Adviser of Metro Pacific Investments Corporation.

**Directorship in Other Listed Companies in the Philippines:**

- a. PHINMA Corporation – Chairman Emeritus
- b. A. Soriano Corporation – Independent Director
- c. Rockwell Land Corporation – Independent Director
- d. Roxas Holdings, Inc. – Independent Director

**7. WILFREDO A. PARAS, *Independent Director.***

**Age:** 77

**Date of First Appointment:** June 29, 2011

**Academic Background:**

Mr. Paras completed his undergraduate studies at the University of the Philippines in 1969 with Bachelor of Science, Industrial Pharmacy and his Master in Business Administration at the De La Salle University in 2001. He also completed an Executive Program at the University of Michigan at Ann Arbor, Michigan, USA.

**Business and Professional Background/ Experience:**

Mr. Paras has been an Independent Director of Philex Mining since June 29, 2011 and was re-elected on June 22, 2023. He is currently an Independent Director of RLC REIT INC. He is also a senior adviser to the Board of Trustees of Dualtech Training Foundation Inc. and is a teaching fellow at the Institute of Corporate Directors Inc. Mr. Paras was previously the Executive Vice-President, Chief Operating Officer and Director of JG Summit Petrochemical Corporation, President and Director of PT Union Carbide Indonesia, Managing Director of Union Carbide Singapore, Business Director, Union Carbide Asia Pacific, and President of Union Carbide Philippines.

**Directorship in Other Listed Companies in the Philippines**

RLC REIT INC. – Independent Director

**8. BARBARA ANNE C. MIGALLOS *Corporate Secretary, Executive Director.***

**Age:** 69

**Date of First Election:** June 26, 2013

**Academic Background:**

Ms. Migallos graduated Cum Laude from the University of the Philippines, with a Bachelor of Arts degree, and finished her Bachelor of Laws degree as Cum Laude (salutatorian) also at the University of the Philippines. She placed third in the 1979 Philippine Bar Examination.

**Business and Professional Background/ Experience**

Ms. Migallos was elected to the Board of Directors of the Company and PGPI on June 26, 2013, and was most recently re-elected on June 22, 2023. She has been the Company's Corporate Secretary since 1998. She is also the Corporate Secretary and former Director of PXP Energy Corporation, and Corporate Secretary of Silangan Mindanao Mining Co., Inc. She is the Managing Partner of the Migallos & Luna Law Offices. Ms. Migallos is also Director of Mabuhay Vinyl Corporation since 2000, Philippine Resins Industries since 2001, Corporate Secretary of Eastern Telecommunications Philippines, Inc. since 2005, Nickel Asia Corporation since 2010, and Alliance Select Foods International, Inc. since 2015. She is also a professional lecturer in Corporation Law, Securities Regulation and Commercial Laws at the De La Salle University College of Law, where she Chairs the Commercial Law Department. She was a Senior Partner of Roco Kapunan Migallos and Luna Law Offices from 1988 to 2006.

**Directorship in Other Listed Companies in the Philippines**

- a. Mabuhay Vinyl Corporation - Non-Executive Director

**9. DIANA V. PARDO-AGUILAR, *Non-Executive Director***

**Age:** 60

Date of First Appointment: November 13, 2019 up to February 2021; re-appointed on January 16, 2024

**Academic Background**

Ms. Pardo-Aguilar holds a Masters degree in Business Administration major in International Business and Finance from Pepperdine University, California (1988) and a Bachelor of Science in Computer Studies from De La Salle University (1985).

**Business and Professional Background/Experience**

Ms. Pardo-Aguilar was first appointed as Director of the Company on November 13, 2019 and was recently re-appointed on January 16, 2024. She was appointed as Commissioner of the state-run Social Security System (SSS) from August 2010 up to the present. She also chairs the Risk and Investments Committee of SSS and sits as Member of the Audit Committee and the Information Technology & Coverage and Collection Committee; She was appointed as Director of Security Bank Corporation since April 2017 and Chairs the Trust Committee. She was also appointed as Chairperson of SB Capital Investment Corporation since August 2016. She was appointed as an Independent Director of Medical Doctor's Inc., of Makati Medical Center since July 2018 and also appointed as Chairperson of the Audit and Risk Committee since September 2018. She is also a Director of Science Park of the Philippines since June 2020. Her concurrent board positions are Chairperson of the Board of Trustees of La Salle Greenhills since September 2021; Member of De La Salle Philippines Investment Committee since July 2018; Member of La Salle Institute's

International Economic Council (IEC) in Rome since October 2022; Member of the Board of Governors of the Employers Confederation of the Phils since December 2018. She is a Consultant Advisor to the Board of Phil. Seven Corporation since January 2015 and also the Treasurer of Asian Holdings Corporation since 1994.

**Directorship in Other Listed Companies in the Philippines:**

- a. PXP Energy Corporation
- b. Security Bank Corporation

**10. RETIRED JUDGE MANUEL L. ARGEL, JR. , *Non-Executive Director***

**Age:** 74

**Date of First Appointment:** January 16, 2024

**Academic Background:**

Judge Argel is a distinguished alumnus of San Beda University, where he obtained his Bachelor of Arts in Philosophy in 1969 and his Bachelor of Laws in 1974. He continuously strives to enhance his knowledge and skills through participation in various trainings and seminars, such as Institute of Corporate Directors' Corporate Governance Orientation Program for GOCCs and Professional Directors Program, and Annual Corporate Governance Enhancement Sessions (ACGES) events organized by the groups under the leadership of Mr. Manuel V. Pangilinan on topics ranging from "Customer Obsession" to the "Metaverse and its Impact on Business and Human Interaction". He also attended ACGES seminars on "Lessons from a Pandemic" and "How to Courageously Lead During A Crisis".

**Business and Professional Background/ Experience:**

Judge Argel was appointed Director of the Company on January 16, 2024. He was appointed Commissioner of the Social Security System (SSS) on September 4, 2019. As a member of the Social Security Commission (SSC), he plays a crucial role in overseeing the governance of the SSS. He is responsible for providing policy direction and monitoring management actions, and has the authority to make decisions in disputes related to SSS coverage, benefits, contributions, and penalties. He is a Member of the SSC Audit Committee and SSC Risk Management and Investments Committee. In addition to his role at the SSC, Judge Argel serves as a Director of Philamlife Tower Management Corp. (PTMC) since January 15, 2020. He was appointed Director of PLDT Inc., from January 2020 until December 2023.

Judge Argel is a retired Regional Trial Court Judge for Laoag City, Ilocos Norte, and a member of the Judiciary for 20 years. Prior to this, he was a law practitioner for 20 years. In 1995, while in private practice, he was accredited as a Voluntary Labor Arbitrator of the Department of Labor and Employment (DOLE) National Conciliation and Mediation Board. Upon his appointment as RTC Judge of Laoag City, he also served as Executive Judge of RTC Laoag from 2005 to 2007 and Presidential Assistant for Region 1 in the Philippine Judges Association.

**11. SANTIAGO DIONISIO R. AGDEPPA, *Non-Executive Director***

**Age:** 61

Date of First Appointment: June 22, 2023 up to January 01; re-appointed on July 09, 2024

**Academic Background**

Mr. Agdeppa earned Bachelor of Science in Accounting degree from San Sebastian College and his law degree from San Beda College. He completed his Master's in Business Management degree at Pamantasan ng Lungsod ng Maynila and Middle Management Course at Ateneo Graduate School of Business.

**Business and Professional Background/Experience**

Mr. Agdeppa was appointed as a Director of the Company on June 22, 2023. He is a Certified Public Accountant – Lawyer. He is also a Career Executive Eligible. He assists the Social Security Commission (SSC) in the performance of its policy-making, quasi-judicial and administrative functions; prepares and keeps the Minutes of Meetings of SSC and its Committees, among other duties and responsibilities. As Senior Vice President in the Office of the Commission Secretary, Compliance Officer and Executive Clerk of the Social Security Commission (SSC), he supervises the Commission Secretariat Department, the Policy Research and Governance Department and the Office of the Deputy Commission Clerk. He previously served as Vice-Chairman of the Board of Directors of Philam Tower Condominium Corporation and as Board Director of Capital Consortium Corporation, Philam Tower Condominium Corporation, Philam Tower Management Corporation, which are SSS-Investee Corporations. He attended official seminars such as: Training Program on Pension Schemes in Italy; Management Course; Data Security; and Compliance and Ethics in the United States and various seminars on legal education.