



## Our Board of Directors

Edgar O. Chua • David Andrew Baldwin • Christopher Low Eu Sun • Jonathan C. Russell  
 Richard B. Tantoco • Federico R. Lopez • Francis Giles B. Puno • Joaquin E. Quintos IV  
 Nicole Phaik Khim Goh • Francisco Ed. Lim • Manuel I. Ayala

**EDGAR O. CHUA**

Mr. Chua, 63, Filipino, has been an Independent Director of EDC since July 29, 2010 and he sits as the Chairman of the Audit and Governance Committee since July 13, 2011. He was the Country Chairman of the Shell Companies in the Philippines from September 2003 to October 2016. He had corporate responsibility for the various Shell companies in the exploration, manufacturing, and marketing sector of the petroleum business. Likewise, he oversaw the chemicals businesses and shared services. He is currently an independent director of the Integrated MicroElectronics Inc. and Metropolitan Bank & Trust Company. He is also currently on the Advisory Board of Mitsubishi Motors Philippines Corporation.

His career spanned more than thirty eight (38) years of experience in the business fields of chemicals, auditing, supply planning and trading, marketing and sales, lubricants, corporate affairs and general management. Outside the Philippines, he held senior positions as Transport Analyst in Group Planning in the UK and as General Manager of the Shell Company of Cambodia. From July 1999 to August 2003, he served in various regional roles in Shell Oil Products East, including as GM for Consumer Lubricants for Asia Pacific covering all countries East of Suez Canal including Saudi Arabia, China, India, Korea, ASEAN, Australia, New Zealand, and the Pacific Islands. He also headed Shell's Global Marketing for Commercial Fuels.

Mr. Chua earned his Bachelor of Science degree in Chemical Engineering from De La Salle University (1978) and attended various international seminars and courses including the senior management course in INSEAD in

Fontainebleau, France. He is a recipient of numerous local and international recognitions, including CEO EXCEL for Excellence in Communication in Organisations (2005); Asia People of the Year (2013); MAP's Management Man of the Year (2013); CEO of the Year in the Asia Pacific SABRE (Superior Achievement in Branding Reputation and Engagement) Awards in China in 2014. In 2015, he was conferred the Lifetime Achievement Award by the Golden Wheel Awards Foundation. In 2016, he was awarded by the Asia CEO as Global Filipino Executive of the Year. He was also conferred Doctor of Humanities Honoris Causa by De La Salle Araneta University in 2018.

**DAVID ANDREW BALDWIN**

Mr. Baldwin, 55, Australian, has been a director of EDC since October 3, 2017. He is also a Senior Managing Director at Macquarie Infrastructure and Real Assets ("MIRA"), where he is the head of power, renewable and utility businesses across Asia. MIRA is the world's largest infrastructure asset manager and has approximately 11GW of renewable energy investments under management.

Mr. Baldwin's industry experience includes renewable, utilities, resources and petrochemicals in both private and listed companies around the world.

Prior to joining MIRA in 2017, Mr. Baldwin was CEO, Integrated Gas at Origin Energy, where he successfully led the delivery of the \$25 billion Australia Pacific LNG project. Prior to this, he was CEO of Contact Energy, one of New Zealand's largest integrated energy companies with more than 2,000 MW of geothermal, hydroelectric, and gas-fired generation, and approximately 600,000 customers. Prior to his role at Contact,

Mr. Baldwin was a senior executive at MidAmerican Energy (now Berkshire Hathaway Energy) in the Philippines and the United States, with responsibilities that included the delivery and operation of 650 MW of geothermal and hydroelectric power in the Philippines; and Project Director at SouthPac Corporation (AsiaPower Developments) with responsibility for the development of the Wayang Windu geothermal project in Indonesia. Mr. Baldwin started his career with Shell where he held project development and operational management roles in New Zealand and the Netherlands. He has been a director of private and listed companies including Contact Energy, Australia Pacific LNG, the Australian Petroleum Production & Exploration Association, Queensland Resources Council, and Energia Andina (Chile). He has thirty (30) years of experience developing and operating industrial, energy, and resource companies in Europe, Asia, Australia, and the US, as well as fifteen (15) years leading listed and private businesses. Mr. Baldwin has an MBA from the Victoria University of Wellington (1994) and an undergraduate degree in Chemical Engineering from the University of Canterbury (1985).

**CHRISTOPHER LOW EU SUN**

Mr. Low, 37, Malaysian, has been a Director of EDC since October 3, 2017. He is also a Managing Director at MIRA, where he focuses on power and renewable investment opportunities across South East Asia. MIRA is the world's largest infrastructure asset manager with over US\$90bn of equity invested across over 150 businesses globally.

He has been with MIRA since 2006, initially based in MIRA's London office, but

subsequently moving to Hong Kong (2011) and Singapore (2013). He was a key member of the MIRA team responsible for the capital raising of MIRA's Philippines focused infrastructure fund (PINAI), which raised approximately PHP26 billion of capital commitments in 2012. He also led a majority of the investments made by the PINAI, which achieved full deployment in a little over three (3) years.

Mr. Low has a Master's degree in Management from Imperial College London and an undergraduate degree in Economics from the London School of Economics.

**JONATHAN C. RUSSELL**

Mr. Russell, 55, British, has been a director of EDC since November 29, 2007. He is also an Executive Vice President of First Gen and director of GCGI. He was previously Vice President of Generation Ventures Associates ("GVA"), an international developer of independent power projects based in Boston, USA, responsible for the development of 1,720 MW of IPP projects in Asia. Prior to joining GVA, he worked for BG plc based in London and Boston, responsible for the development of power and natural gas distribution projects.

Mr. Russell has an MBA with Distinction in International Business & Export Management from the City University Business School, London, England (1989) and a Bachelor of Science with Honours in Chemical & Administrative Sciences from the City University, London, England (1987).

**RICHARD B. TANTOCO**

Mr. Tantoco, 53, Filipino, sits as a director of the Company since November 29, 2007. He is currently President and Chief Operating Officer of EDC and several EDC subsidiaries,

including Bac-Man Geothermal Inc. ("BGI"), Green Core Geothermal Inc. ("GCGI") and EDC Burgos Wind Power Corporation ("EBWPC"). He also sits as a director and Executive Vice President of First Gen, a publicly-listed company, and several First Gen subsidiaries. He is currently the President and Trustee of the Oscar M. Lopez Center for Climate Change Adaptation and Disaster Risk Management Foundation, Inc. and a trustee in the board of several non-profit organizations, such as KEITECH Educational Foundation Inc., Business for Sustainable Development, Inc., The Lopez Museum, Stiftung Solarenergie Solar Energy Foundation and Messy Bessy. He has been a director of the International Geothermal Association since 2010. He previously worked with management consulting firm Booz, Allen and Hamilton, Inc. in New York and London where he specialized in mergers and acquisition advisory, turnaround strategy advisory, and growth strategy formulation for media and manufacturing companies.

Mr. Tantoco has an MBA in Finance from the Wharton School of Business of the University of Pennsylvania (1993) and a Bachelor of Science degree in Business Management from the Ateneo de Manila University where he graduated with honors (1988).

**FEDERICO R. LOPEZ**

Mr. Lopez, 58, Filipino, has been a member of the board since November 29, 2007. He is currently Chairman and Chief Executive Officer of EDC, and the publicly-listed companies First Philippine Holdings Corporation ("FPH") and First Gen Corporation ("First Gen"). He is currently the Vice Chairman of Rockwell Land Corporation and also sits on the board of ABS-CBN Corporation, both of which are listed companies.

A staunch environmentalist, he is the Chairman of the Sikat Solar Car Challenge Society and is a member of the Board of Trustees of the Philippine Disaster Resilience Foundation and Forest Foundation Philippines.

Mr. Lopez is a member of the Asia Business Council, World Presidents Organization, New York Philharmonic International Advisory Board, Chief Executives Organization, ASEAN Business Club, Management Association of the Philippines (MAP), Philippine Chamber of Commerce and Industry, European Chamber of Commerce of the Philippines, and Makati Business Club.

Mr. Lopez is a graduate of the University of Pennsylvania with a Bachelor of Arts degree in Economics and International Relations, cum laude (1983).

#### FRANCIS GILES B. PUNO

Mr. Puno, 55, Filipino, has been a director of EDC since November 29, 2007. He also sits in the board of publicly-listed companies FPH, First Gen, and Rockwell Land. He is also the President and COO of FPH, First Gen, and several First Gen subsidiaries, such as Red Vulcan Holdings Corporation, First Gen Energy Solutions, FGP Corp., and First NatGas Power Corp. He previously worked with the Global Power and Environmental Group of The Chase Manhattan Bank in Singapore and Hong Kong where he originated and executed financial advisory and debt arrangement mandates for power and water projects in Asia.

Mr. Puno has a Master of Management degree from the Kellogg Graduate School of Management of Northwestern University (1990) and a Bachelor of Science degree in Business Management from the Ateneo de Manila University (1985).

#### JOAQUIN E. QUINTOS IV

Mr. Quintos, 60, Filipino, has been a director of EDC since November 2015. He is currently Senior Vice President of FPH and sits as an independent director of iPeople, a publicly-listed company. He is a member of the board of Philippine American Life and General Insurance Company, Skycable, STI Education Services, Vicsal Investment, and AB Capital Investment. He is currently a Trustee of the Foundation for Adolescent Development, and Knowledge Channel Foundation.

Prior to joining FPH, Mr. Quintos was President and CEO of Prople Limited and was the Chairman and Country General Manager of IBM Philippines Inc. He also headed all of IBM's wholly owned subsidiaries in the Philippines. He was President and CEO of IBM Daksh Philippines Inc., Chairman of IBM Solutions Delivery Inc., and Chairman of IBM Business Services Inc. IBM's BPO operating subsidiaries, IBM Daksh and IBM Business Services, were set-up during his tenure.

He was formerly the Chairman of the ICT Panel of the Joint Congressional Committee on Science and Technology of the Republic of the Philippines. He was previously the Chairman of De La Salle University Manila and the Co-Chairman of the De La Salle Philippines board, which oversees the unified administration of the network of seventeen (17) La Sallian institutions in the Philippines. He was also the previous Vice Chairman of the Credit Information Corporation, the national credit registry of the Philippines.

Mr. Quintos is a graduate of the University of the Philippines with a Bachelor of Science degree in Industrial Engineering, cum laude.

#### NICOLE GOH PHAIK KHIM

Ms. Goh, 35, Malaysian, is a director of EDC since December 5, 2018. She is a Senior Vice President at GIC's infrastructure practice, where she has coverage responsibility for the Asia-Pacific region with prior experience investing in the US and Europe. GIC was established in 1981 as a private company, wholly-owned by the Government of Singapore, to manage the foreign reserves of Singapore. It is one of the world's largest global investors, with well over US\$100 billion of assets in more than forty (40) countries worldwide.

Ms. Goh has been a member of GIC's infrastructure practice since 2008. She has an MSc in Management Science & Engineering from Stanford University and a BSc in Mathematics with Statistics for Finance from Imperial College London.

#### FRANCISCO ED. LIM

Atty. Lim, 65, Filipino, has been an Independent Director of EDC since July 29, 2010. He is a Senior Partner and a member of the Executive and Special Committees of the Angara Abello Concepcion Regala & Cruz Law Offices.

Atty. Lim is the incumbent President of the Shareholders' Association of the Philippines. He is a member of the Board of Governors, and is the Vice-President of the Management Association of the Philippines. Atty. Lim is also a trustee of the Financial Executives Institute of the Philippines, CIBI Foundation, Inc., and the Judicial Reform Initiative, Inc., and a Fellow of the Institute of Corporate Directors ("ICD").

Atty. Lim is currently a law professor in the Ateneo de Manila University, San Beda

Graduate School of Law, and a professorial lecturer and Vice-Chair of the Commercial Law Department at the Philippine Judicial Academy.

Atty. Lim is a director of The Insular Life Assurance Co., Ltd., Producers Savings Bank Corporation, and Camerton Holdings.

He also served as President and CEO and Director of the PSE from 2004 to 2010. During his stint at the PSE, he also held key positions in various institutions such as President and CEO of the Securities Clearing Corporation of the Philippines; Chairman of the Philippine Stock Exchange Foundation, Inc., and Capital Market Development Center, Inc.; Director of the Philippine Dealing & Exchange Corporation; Trustee of the Securities Investors Protection Fund; and member of the Capital Market Development Council.

Atty. Lim graduated magna cum laude in Bachelor of Philosophy and cum laude in Bachelor of Arts from the University of Santo Tomas. He completed his Bachelor of Laws degree (Second Honors) from the Ateneo de Manila University, and his Master of Laws degree from the University of Pennsylvania, USA.

Atty. Lim is a member of both the Philippine Bar and New York State Bar. He will lead the Management Association of the Philippines as its President for 2020.

#### MANUEL I. AYALA

Mr. Ayala, 56, has been an Independent Director since September 7, 2016 and currently sits as the Chairman of the Related Party Transactions Committee since May 8, 2017. He is also an Independent Director of Sky Cable

and the Managing Director of the Philippine office of Endeavor, a global nonprofit organization focused on accelerating the growth of high impact entrepreneurs.

Prior to Endeavor, Mr. Ayala founded Hatchd, Inc, a technology incubator that has helped to create companies such as Rappler, PawnHero, Purple Click, AVA, Zipmatch, Ayannah, and GrowSari. He was also a co-founder of IRG Ltd, a Hong Kong-based M&A advisory firm focused on the telecoms, media and tech sectors across the Asia Pacific.

Mr. Ayala is a past President of Entrepreneurs Organization (Philippine Chapter) and has an MBA from Harvard Business School and a BA from Yale University.



Emmanuel C. Portugal • Ferdinand B. Poblete • Bernadette Ann Villa Policarpio • Richard B. Tantoco • Oscar M. Lopez • Federico R. Lopez  
Ma. Elizabeth D. Nasol • Liberato S. Virata • Victor Emmanuel B. Santos, Jr. • Erwin O. Avante • Glenn L. Tee



Edwin H. Alcober • Maribel A. Manlapaz • James E. Jumawan • Emeterio T. Busmeon • Ryan Z. Velasco • Ramon A. Carandang • Reman A. Chua  
Ana Maria A. Katigbak-Lim • James Arnold D. Villaroman • Jay Joel L. Soriano • Ariel Arman V. Lapus • Regina Victoria Pascual\* • Abigaile T. Palas\* • Jennifer Joy Santamarina\*

*\*not in layout*

**EMMANUEL C. PORTUGAL****Vice President**

Mr. Portugal, was appointed as Vice President and the Head of Technology Office starting May 15, 2017. He is a highly experienced executive with a strong track record in business development, product marketing, sales and channel management. Among the companies he worked for are IBM, DFNN, Intel, VMware. Prior to EDC, Manny was the County manager of VMware Philippines where he established the organization as a strategic cloud computing and mobility platform for large enterprises in the telecommunications, banking, manufacturing and public sector industries.

Mr. Portugal graduated from the University of the Philippines, with a Bachelor of Science degree in Mechanical Engineering in 1985.

**FERDINAND B. POBLETE****Vice President**

Mr. Poblete, Filipino, was appointed by the Board in May 2019. He is a global information technology ("IT") executive with over thirty (30) years of diverse experience in cross-cultural markets across Asia, Europe, Middle East, Africa, Latin America and North America. He has held various leadership positions with responsibilities covering IT infrastructure, manufacturing, sales, logistics systems, people management, strategic business planning and management, and business development. He was formerly the Senior Vice President and Director for the Strategic Initiatives Office of Philamlife Insurance Co. He was also with Procter & Gamble for eighteen (18) years, holding various positions such as Country IT Manager of Korea, Associate Director for Worldwide Distribution Systems and Associate Director for Business Information Solutions for Asia Regional Operations.

Mr. Poblete graduated with a B. S. in Electrical Engineering degree from the University of the Philippines in Diliman, and is an alumnus of the Philippine Science High School.

**BERNADETTE ANN VILLA POLICARPIO****Corporate Secretary**

Atty. Policarpio, Filipino, was appointed as Assistant Corporate Secretary of EDC on September 7, 2016 and then as Corporate Secretary on October 3, 2017. Beth is also Vice President and Senior Counsel at First Gen. She joined EDC in August 2015, when she was seconded from First Gen to head the Legal Services Division of EDC.

Prior to joining the Lopez Group, Beth was Assistant Vice President for Legal Services at Global Business Power Corporation, where she also served as the Head of the Legal Department and Assistant Corporate Secretary of the Global Power subsidiaries. Before moving in-house, Beth built her legal experience first as litigation associate at Villaraza & Angangco, later joining the government as Court Attorney in the Office of then Chief Justice Hilario G. Davide, Jr. in the Philippine Supreme Court. Thereafter, she pursued and completed her Master of Laws degree at the University of Michigan in Ann Arbor, Michigan, U.S.A., which was followed by a fellowship stint at the Center for International Environmental Law in Geneva, Switzerland. Upon her return to the Philippines, she transitioned into commercial law practice as an associate at Romulo Law Office.

She obtained a Bachelor of Science degree in Management, Major in Legal Management in 1996 from the Ateneo de Manila University, where she also earned her Juris Doctor degree (with Second Honors Silver Medal Award) in 2000. She was admitted to the Philippine Bar in

2001. In 2006, Beth received her Master of Laws degree from the University of Michigan in Ann Arbor, Michigan, U.S.A., as a Michigan Grotius Fellow.

**OSCAR M. LOPEZ****Chairman Emeritus**

Mr. Lopez, Filipino, is the Chairman Emeritus of both the Lopez Holdings Corporation (formerly, Benpres Holdings Corporation), the holding company for major investments in broadcast, telecoms and cable, power generation and distribution; and FPH, the specific associate holding company for power generation and distribution, property and manufacturing. He has been a member of the EDC Board of Directors since the Company's full privatization in 2007 until October 3, 2017.

Mr. Lopez is one of the most respected and admired business leaders in Asia. He was Management Association of the Philippines' Management Man of the Year in 2000 and one of the top 20 finalists for CNBC and TNT International's Asia Business Leader Awards in 2004. He was the first Filipino businessman to be awarded the most prestigious Officer's Cross of the Order of Merit of the Federal Republic of Germany in 2005. He was a recipient of The Outstanding Filipino ("TOFIL") Award in the field of Business for the year 2009.

Named by Forbes Magazine as among the "Heroes of Philanthropy" in Asia, he is involved in several social and environmental concerns, among them the Eugenio Lopez Foundation, Lopez Group Foundation. In 2006, he was honored in Monaco with the IMD-Lombard Odier Hentsch Distinguished Family Award for "an outstanding commitment on philanthropy for the family's achievement in excellence such as the clarity and sustainability of their social

endeavors, exemplary corporate governance, a focus on family values, and the involvement of multiple generations."

He was conferred Honorary Degree Doctor of Laws, honoris causa by the Philippine Women's University in April 2009; conferred Honorary Degree of Humanities, honoris causa by De La Salle University in Oct. 2010 and by the Ateneo de Manila University in Nov. 2010. He was the 2011 Ramon del Rosario, Sr. Awardee for Nation Building. He was conferred Honorary Degree of Doctor of Laws, honoris causa by the University of the Philippines in March 2012.

Mr. Lopez has a Master's degree in Public Administration from the Littauer School of Public Administration in Harvard University (1955), where he also earned his Bachelor of Arts degree, cum laude (1951).

**MA. ELIZABETH D. NASOL****Senior Vice President,  
Head of Human Resource Management Group**

Ms. Nasol, Filipino, joined the Company in February 2013 as Vice-President for the Human Resources Management Group. Prior to her appointment in EDC, she was the Vice-President for Corporate Human Resources of First Philippine Electric Corporation ("First Philec") which is the intermediate holding company for all manufacturing investments of FPH.

Before joining the FPH family, she was the Vice-President for Corporate Human Resource of Roxas Holdings Inc. and all its subsidiaries, and Head of the Center for Excellence of Globe Telecommunications, Inc. She was also the Vice-President and Cluster HR Manager for Corporate Service Unit in San Miguel Corporation where she spent the majority of her professional career.

Ms. Nasol is currently taking her Masteral and Doctorate Degrees in Organization Development in the Southeast Asia Interdisciplinary Development Institute ("SAIDI"). She graduated from the University of Santo Tomas with a Bachelor's Degree in Psychology, completed the Executive Development Program of INSEAD Singapore in 1992, and finished the Strategic HR Management Program of the University of Michigan in 1995.

Ms. Nasol became a "Certified Total Rewards Fellow" by the Asian Total Rewards Institute (based in Singapore) last 2018. She is an active member of the People Management Association of the Philippines ("PMAP") and was conferred the title "Diplomate in People Management" in 2017. She is also remains a member of its Board of Trustees and was the Head of its Leadership Committee in 2019 (when it was also named the PMAP "Committee of the Year"). She is currently in the Board of Trustees of the PMAP Foundation.

She introduced the EDC Classification and Compensation System and the Performance Management System called Performance, Assessment, Coaching and Evaluation ("PACE") covering all employees including bargainable employees. CBA negotiations are now done on a Unified and Integrated Approach which won a Lopez Achievement Award for Human Resources in 2015.

Under her leadership in the HRMG, EDC installed the following: Talent Management Program, Performance Management, Job Evaluation, Promotions System, Global Mobility Program, Leaders Coaching Leaders, Executive Coaching, New Retirement Plan based on Defined Contribution, and Flexible Work Arrangements.

**LIBERATO S. VIRATA**

Senior Vice President,  
OIC Head – Facility Operations &  
Maintenance/Head – Project Management  
Mr. Virata, Filipino, was appointed by the Board as Senior Vice President in December 2019. He started working for EDC in 1982 and held various positions including Field Maintenance Manager for LGPF, Maintenance Manager, Production Manager and Resident Manager for BGPF and Vice President and Head of Project Management prior to his current position.

Mr. Virata graduated with a Bachelor of Science degree in Mechanical Engineering from the Mapua Institute of Technology in Manila (1981). He became a Registered Mechanical Engineer in 1982 and a Professional Mechanical Engineer in 2006. He completed the Refinery Operations Course at Shell Refinery Clyde, Sydney New South Wales, Australia (1988), Management Development Program of AIM (1996), and Diploma Course in Maintenance Management System (JICA) at Kitakyushu, Japan (2003).

Mr. Virata is currently a Trustee and Auditor of the Foundation of Outstanding Mapuan Incorporated. He was the National President of the Philippine Society of Mechanical Engineers in 2011 and 2012. He was a recipient of the PSME Fellow Award in 2013, PSME Don Tobias Marcelo Lifetime Achievement Award in 2016, PSME Outstanding Past President Emeritus Award in 2017, MIT's Outstanding Alumnus Award for 2016, NAMA's The Outstanding Mapuan for 2016, MEAAMIT's The Outstanding Mechanical Engineer in 2014 and Philippines Professional Regulation Commission Citation for the Most Outstanding Mechanical Engineer in 2015.

**VICTOR EMMANUEL B. SANTOS, JR.**

Senior Vice President and Regulatory  
Compliance Officer  
Mr. Santos, Filipino, was appointed as Senior Vice-President and Regulatory Compliance Officer of EDC on November 22, 2017. Prior to this, Mr. Santos was a Director of the Company from February 28, 2017 to October 3, 2017. He is also a Senior Vice-President of First Gen and FPHC, both publicly-listed companies of the Lopez Group.

He is currently a Director of the Philippine Independent Power Producers Association since August 2016, and a Director of the Philippine Electricity Market Corporation Board since April 2013.

Mr. Santos has a master's degree in Business Administration from Fordham University (1995) and a Bachelor of Science degree in Management of Financial Institutions from De La Salle University (1989).

**ERWIN O. AVANTE**

Chief Finance Officer  
and Compliance Officer for SEC  
Mr. Avante, Filipino, was appointed by the Board as Chief Finance Officer effective January 1, 2019 and as a Compliance Officer effective on March 1, 2014. He is also a Vice-President in First Gen Corporation and was a member of the Board of Trustees of the CFA Society of the Philippines from 2010 to 2013 and from 2017 to 2019. Prior to joining the Lopez Group in 1998, Mr. Avante worked as Senior Audit In-charge at SyCip, Gorres, Velayo & Co.

Mr. Avante has a Masters Degree in Business Administration (2000) and a Masters of Science Degree in Computational Finance (2003), both obtained from the Graduate School of

Business – De La Salle University, and Bachelor of Science in Accountancy from De La Salle University (1994). Mr. Avante placed 1st in the May 1995 Certified Public Accountants board examination. He is also a CFA charterholder since 2005.

**GLENN L. TEE**

Chief Audit Executive, Assistant Vice President,  
Head of Internal Audit Division

Mr. Tee, Filipino, was appointed by the Board in October 2010. Prior to his appointment at EDC, he was Internal Audit Head of First Gen Corp. for two years. He has been with the Lopez Group since 1994 and has held key positions in the internal audit and accounting departments of First Philippine Holdings Corp. and First Philippine Infrastructure and Development Corp.

Mr. Tee graduated from San Beda College (1992), and is both a Certified Public Accountant and Certified Internal Auditor. He completed the academic requirements of the Executive Masters in Business Administration from the AIM (2009).

**EDWIN H. ALCOBER**

Vice President, Head – Geothermal Resources

Mr. Alcober, Filipino, was appointed by the Board as Vice President in May 2019 and was Head of Geothermal Resource since 2018. He began his career in EDC more than 20 years ago as a Drilling Engineer. He then moved on as Process Geochemist before heading the Leyte Resource Management Department. He was also previously the Geosciences and Reservoir Engineering Group Head.

Mr. Alcober obtained his Bachelor of Science degree in Chemical Engineering from the University of the Philippines in Diliman in 1994 and his diploma in Geothermal Energy Technology from the University of Auckland, New Zealand in 1998.

**MARIBEL A. MANLAPAZ**

Assistant Vice President,  
Head – Comptrollership

Ms. Manlapaz, Filipino, joined EDC in November 2009. Prior to joining EDC, she held various executive positions for more than 20 years at various global pharmaceutical companies, including as Director of Finance at UCB Philippines, Inc., a multinational company based in Belgium.

Ms. Manlapaz started her career in 1987 as an auditor with SGV & Co (EY Affiliate). Between 1989 and 2006, she joined Pfizer, Inc. and The Boots Company Philippines, managing various finance functions. Her areas of expertise in the field of finance are management accounting, financial accounting and reporting, tax planning and compliance, and corporate and regulatory compliance.

Ms. Manlapaz is a Certified Public Accountant and holds a Master's Degree in Business Administration – Top Executive Program from the Pamantasan ng Lungsod ng Maynila (1996). She finished her undergraduate degree with cum laude distinction from the Philippines School of Business Administration in 1986, and was awarded Most Outstanding Graduate of the Year.

**JAMES E. JUMAWAN**

Vice President, Head – Well Services Group  
Mr. Jumawan, Filipino, was appointed by the Board in May 2019 as Vice President and has been leading the drilling activities of EDC since 2015 as Head of the Well Services Group. He has more than three decades of drilling expertise with EDC, joining the Company as a Drilling Engineer in 1988.

Mr. Jumawan obtained his Bachelor of Science degree in Electrical Engineering from Siliman University in 1986 and a diploma in Geothermal Energy Technology from the University of Auckland, New Zealand in 2000.

**EMETERIO T. BUSMEON**

Vice President, Head – Facility Operations  
Mr. Busmeon, Filipino, was appointed by the Board in December 2019 as Vice President and Head of Facility Operations and Maintenance Group. He joined EDC in 2009. Prior to joining EDC, he was Acting Manager of the Maintenance Division of the National Power Corporation, having been with said company since 1990.

Mr. Busmeon graduated from the Siliman University, with a Bachelor of Science degree in Mechanical Engineering in 1984. He holds a Master's Degree in Public Administration also from Siliman University.

**RYAN Z. VELASCO**

Assistant Vice President,  
Corporate Information Officer, Head of Investor  
Relations and Head of Mergers  
and Acquisitions

Mr. Velasco, Filipino, has been with the Company since 2013. He initially joined as part of EDC's International Business Development team covering Latin America, before moving to Finance to assist with the Company's Investor Relations, Special Projects and other activities. Prior to joining the Company, he worked for Indra Philippines, Inc. as its Managing Consultant and Head of Business Development – Financial Markets, and with Citigroup in London, UK as a Vice President covering its Europe, Middle East and Africa market.

Mr. Velasco obtained his MBA degree at IESE Business School in Barcelona, Spain, and had attended an MBA International Exchange Program at Tuck School of Business (Dartmouth) in Hanover, New Hampshire, USA. He graduated from Ateneo de Manila University with a Bachelor of Science Degree in Business Management, Honors Program.

**RAMON A. CARANDANG**

Vice President

Mr. Carandang, Filipino, is a Vice President of the Company and is concurrently a Vice President of First Gen and FPH. He also serves as a director of Uicapital Securities and Ronin Consultants.

Prior to joining EDC, Mr. Carandang was Secretary for Presidential Communications under the administration of President Benigno Aquino III, where he also served as a member of the cabinet level clusters on economic policy and national security.

Before joining the Aquino government, he was a news anchor and reporter for ABS-CBN News from 2000–2010.

Mr. Carandang obtained his Bachelor of Arts degree in Management Economics at the Ateneo de Manila University.

**REMAN A. CHUA**

Vice President

Mr. Chua, Filipino, has been with EDC since 2007, leading business development projects for solar and wind, most notable of which is the Company's 150-MW Burgos Wind Project. He was appointed as Vice President on September 9, 2015.

Before his assignment to EDC, he began his career with the Lopez Group in 2002 as a Manager for Business Development under FGP Corporation. For a time, he was studying natural gas power vehicles as an extension business for the group and as an entry to non-power market for natural gas in the Philippines. He was assigned to the Manila North Tollways Corporation as manager for marketing, compliance and Business Development from 2002 up to 2005, during which the rehabilitation and expansion of the North Luzon Expressway ("NLEX") was undertaken and successfully completed in 2005. He led the marketing communications efforts that managed the increase of the toll rates in NLEX. Thereafter, he returned to First Gen and led various acquisition projects in the power sector.

He graduated with a Bachelor of Arts degree in Economics from Ateneo de Manila University, and holds a Masters in Business Management degree from the Asian Institute of Management ("AIM").

**JAMES ARNOLD D. VILLAROMAN**

Vice President,

Head of Strategy and Long-Term Planning

Mr. Villaroman, Filipino, has been with the Company since 2012. Prior to joining EDC, Mr. Villaroman was an Executive of ExxonMobil Corporation in charge of corporate planning and business analytics for Canada. In this position, he handled various strategic initiatives from 2006–2012. Mr. Villaroman also held key positions in several financial institutions like the Asian Development Bank, JP Morgan Chase Securities, and BZW Asia Ltd (Investment Banking Subsidiary of Barclays bank, UK).

Mr. Villaroman earned his MBA – Finance General Management from the Richard Ivey School of Business, University of Ontario, Ontario, Canada (2006), and his Bachelor's Degree in Industrial Engineering from the Ateneo de Manila University (1995). He completed his training in the Six-Sigma Black Belt in 2010 and received ExxonMobil designation as a Continuous Improvement Specialist.

**ANA MARIA A. KATIGBAK-LIM**

Assistant Corporate Secretary

Atty. Katigbak-Lim, Filipino, was appointed by the Board in January 2007 as Assistant Corporate Secretary, and was appointed as Corporate Secretary on September 7, 2016. On October 3, 2017, she was appointed anew as Assistant Corporate Secretary. She is a senior partner of the Castillo Laman Tan Pantaleon & San Jose Law Firm.

Atty. Katigbak graduated cum laude from the University of the Philippines with Bachelor of Science degree. She is a graduate of the University of the Philippines College of Law (1994) and a member of the Phi Kappa Phi international honor society. Her practice areas

are corporate law, securities and litigation. She was admitted to the Philippine Bar in 1995.

**JAY JOEL L. SORIANO**

Vice President,

Head - Integrated Planning

Mr. Soriano, Filipino, was appointed by the Board in May 2019 as Vice President and Head of the Integrated Planning Group. With experience in strategic planning, business development and other commercial functions, he is leading major organizational changes and multiple growth initiatives. He joined EDC in 2014 as Deputy Strategic Business Unit Head of BacMan before assuming the role of Strategic Business Unit Head of Negros Island Business Unit from 2016 to 2019.

Mr. Soriano obtained his bachelor's degree in Management Engineering from the Ateneo de Manila University. He also holds a Master's Degree in Business Administration from Harvard University.

**ARIEL ARMAN V. LAPUS**

Vice President,

Mr. Lapus, Filipino, was appointed by the Board in March 2012 to oversee EDC's business development efforts in Latin America. He sits in the boards of directors of all the EDC companies in Chile and Peru.

Prior to this, Mr. Lapus was Vice-President of First Gen, overseeing the power marketing and trading operations of First Gen and EDC. He has more than twenty (20) years of experience in the power industry handling business development, M&A, power marketing and trading, plant operations and corporate services. He has occupied senior management roles in Mirant Philippines Corporation, Global Business Power Corporation, First Gen, and EDC.

Mr. Lapus is also Chief Operating Officer of Pi Energy Inc., and FP Island Energy Corporation (both subsidiaries of First Philippine Holdings Corp.). He also sits in the board of Sikat Foundation.

Mr. Lapus graduated with a Bachelor of Science degree in Business Management from the Ateneo de Manila University (1990). He has a Masters in Business Management ("MBM") degree from the Asian Institute of Management (1997) and a Masters in Leadership and Strategy (Sloan Programme) at the London Business School (2017).

**REGINA VICTORIA PASCUAL**

Assistant Vice President,

Head, Health Environment Safety – Business  
Process and Management Systems (HES-BPMS)  
Head, Corporate Support Functions (CSF)

Ms. Pascual, Filipino, joined EDC in 1990. Prior to joining EDC, she managed water supply and sanitation programs under the Department of Interior and Local Government (DILG) and its partnerships with the United States Agency for International Development (USAID).

In her 30 years in EDC, she has showcased her leadership and expertise in different functions related to hydrology, environmental technical services, environmental planning and control, and environmental management.

Ms. Pascual earned her Bachelor of Science degree in Geology in 1983, and her Diploma in Environmental Science in 1996, both from the University of the Philippines Diliman.

**ABIGAILE PALAS**

Assistant Vice President

Head - Supply Chain Management

Ms. Palas, Filipino, is an experienced senior executive with a demonstrated history of working in the oil and energy industry. She is skilled in renewable energy, business development, budget management, financial analysis, and business services. She is a strong professional, with a Bachelor's degree focused in Economics from the De La Salle University.

**JENNIFER JOY SANTAMARINA**

Chief Transformation Officer,

Head - Transformation Office

Ms. Santamarina, Filipino, joined EDC in 2019. She is a proven business transformation leader with extensive experience from different companies in various industries (fast-moving consumer goods, telecommunications, media, technology) located in the Philippines and overseas. Prior to joining EDC, she managed multiple transformation programs in the region. She likewise has a strong track record in marketing, product management, innovation, and business development, having been an executive in these functions for many years.

Ms. Santamarina graduated from the Ateneo de Manila University as a scholar, with a Bachelor of Science degree in Management. She likewise attended the Ateneo Graduate School of Business. She also completed the Executive Development Program and Innovation Leadership Program of the Asian Institute of Management, as well as the International Executive Leadership Program of INSEAD-Singapore.