

Board and leadership team



Fernando Zobel de Ayala
Chairman

Inclusive Dates of Election July 2019 - September 2022

Length of Service 4 years

Professional Qualification

- President of Ayala Corporation from April 2006 and Chief Executive Officer from April 2021 to September 2022
- Chief Operating Officer of Ayala Corporation from April 2006 until April 2021 and has been a Director of Ayala Corporation since May 1994
- Chairman of Ayala Land, Inc., Manila Water Company, Inc., and ACEN Corporation until September 2022
- Independent Director of Pilipinas Shell Petroleum Corporation
- CIM from INSEAD, France
- B.A. in Liberal Arts from Harvard College

Committees N/A

Key Strengths Strategic leadership / Innovation / Industry expertise



Delfin Lazaro
Chairman - present

Date of Election September 2022

Length of Service < 1 year

Professional Qualification

- Chairman of Integrated Micro-Electronics, Inc. and Director of Globe Telecom, Inc.
- Independent Adviser to the Board of Directors of Ayala Land, Inc. and a member of the BPI Advisory Council
- Master of Business Administration from Harvard Graduate School of Business, graduating with distinction
- B.S. in Metallurgical Engineering from the University of the Philippines

Committees Executive ©

Key Strengths General management / Energy



Jaime Augusto Zobel de Ayala
Vice Chairman

Inclusive Dates of Election July 2019 - September 2022

Length of Service 4 years

Professional Qualification

- Director of Ayala Corporation since May 1987
- Chairman of Ayala Corporation since April 2006 and served as its Chief Executive Officer from 2006 to April 2021
- Chairman of Globe Telecom, Inc., Ayala Land, Inc. and Bank of the Philippine Islands
- Director of Temasek Holdings (Private) Limited and a member of the JP Morgan International Council, JP Morgan Asia Pacific Council, and Mitsubishi Corporation International Advisory Council
- Recognized as a United Nations Sustainable Development Goals Pioneer in 2017 by the UN Global Compact for his work in sustainable business strategy and operations. The first recipient of the award from the Philippines, he was one of 10 individuals recognized for championing sustainability and the pursuit of the 17 SDGs in business.
- Master of Business Administration from the Harvard Graduate School of Business
- B.A. in Economics from Harvard College, graduating cum laude

Committees N/A

Key Strengths Strategic leadership / Sustainability / Innovation / Industry expertise



Cezar Consing
Vice Chairman - present

Date of Election April 2021

Length of Service < 1 year as Vice Chairman; 2 years as Director

Professional Qualification

- President and Chief Executive Officer of Ayala Corporation and has been a Director thereof since December 2020
- Member of the Ayala Group Management Committee since April 2013
- Director of the Bank of the Philippine Islands, and Globe Telecom, Inc.
- Serves as advisor of the board of Ayala Land Inc.
- Director of the Myanmar-listed First Myanmar Investment Public Company Limited
- M.A. in Applied Economics from the University of Michigan
- A.B. in Economics (Accelerated Program) from De La Salle University, graduating magna cum laude

Committees Executive / Personnel and Compensation / Sustainability Committee ©

Key Strengths Banking / Capital markets

© - Committee Chairperson



Eric Francia
Group CEO, ACEN

Date of Election May 2019

Length of Service 4 years

Professional Qualification

- Senior Managing Director of Ayala Corporation
- Member of the Ayala Group Management Committee since 2009
- Chairman of ENEX Energy Corp.
- Master's degree in Management Studies from the University of Cambridge, graduating with first class honors
- A.B. in Humanities and Political Economy from the University of Asia & the Pacific, graduating magna cum laude

Committees Executive

Key Strengths General management / Strategy / Energy / Capital markets / M&As



Jose Rene Gregory Almendras
Director

Date of Election July 2019

Length of Service 4 years

Professional Qualification

- Senior Managing Director and Group Head of Public Affairs of Ayala Corporation
- Director and a member of the Executive Committee of Manila Water Company, Inc.
- Former Secretary of the Department of Energy, and the Department of Foreign Affairs, and former Office of the Cabinet Secretary
- Received the highest Presidential Award given to a civilian — Order of Lakandula, Rank of Gold Cross Bayani in 2016, for his remarkable performance in addressing the country's urgent issues
- B.S. in Business Management from Ateneo de Manila University

Committees N/A

Key Strengths General management / Energy / Banking / Sustainability / Regulatory



Jaime Alfonso Zobel de Ayala
Director

Date of Election September 2022

Length of Service < 1 year

Professional Qualification

- Head, Business Development and Digital Innovation Units of Ayala Corporation
- Co Deputy Head of Ayala Corporation's Corporate Strategy Group
- Director of Globe Telecom, Ayala Land Logistics Holdings Corp. and ENEX Energy Corp.
- Master of Business Administration from Columbia Business School
- Graduated from Harvard University, with a Primary Concentration in Government

Committees Executive

Key Strengths Strategy / Innovation / Business development



Nicole Goh Phaik Khim
Director

Date of Election March 2021

Length of Service 2 years

Professional Qualification

- Head, Asia ex-China at GIC Infrastructure, and has been a member of GIC's infrastructure practice since 2008
- Has coverage responsibility for the Asia-Pacific region with prior experience investing in the US and Europe
- M.S. in Management Science & Engineering from Stanford University
- B.S. in Mathematics with Statistics for Finance from Imperial College London

Committees Audit / Board Risk Management & Related Party Transactions

Key Strengths Finance / Infrastructure / Capital markets



Dean Travers
Director

Date of Election April 2022

Length of Service 1 year

Professional Qualification

- Has occupied senior executive roles in the energy sector for more than 25 years and is experienced in multi-disciplinary projects covering global markets, mergers and acquisitions, deal structuring and project development.
- Has been active in Europe, North America, Asia and Australia leading teams developing conventional and renewable energy projects for ENGIE
- Previously served as Senior Vice President Business Development for Indonesia, and as General Manager for ENGIE Renewables Australia which was responsible for the development of 2GW of wind and solar projects
- Currently active in the clean energy and climate tech sectors in Australia and Indonesia as a founder, mentor and advisor
- Ph.D in Electrical Engineering from University of New South Wales
- B.E. in Electrical Engineering and a Bachelor of Science from University of New South Wales

Committees N/A

Key Strengths Energy / Project development / Corporate governance



Consuelo Garcia
Independent Director

Date of Election September 2019

Length of Service 4 years

Professional Qualification

- Independent Director of The Philippine Stock Exchange, Inc., Sun Life Investment and Trust Corporation, GT Capital Holdings, Inc., and Far Eastern University, Inc.
- A member of the board of the Financial Executives Institute of the Philippines (FINEX) and the liaison director to the FINEX Capital Markets Development Committee and the ICT Committee
- Former Country Manager and Head of Clients of ING Bank N.V. Manila, Philippines and Senior Consultant for Challengers and Growth Markets, Asia for ING Bank
- A Certified Public Accountant
- B.S. in Business Administration, major in Accounting from the University of the East, graduating magna cum laude

Committees Audit / Personnel and Compensation © / Corporate Governance & Nomination ©

Key Strengths Finance and accounting / Banking / Capital markets



Ma. Aurora Geotina-Garcia
Independent Director

Date of Election September 2019

Length of Service 4 years

Professional Qualification

- Independent Director of ENEX Energy Corp.
- Independent Director of Cebu Landmasters Inc.
- A Certified Public Accountant, she started her professional career at SGV & Co., Ernst & Young Philippines, where she led the Firm's Global Corporate Finance Division
- Master of Business Administration from the University of the Philippines
- B.S. in Business Administration and Accountancy from the University of the Philippines

Committees Audit ©

Key Strengths Finance and accounting / Capital markets

© - Committee Chairperson



Sherisa Nuesa
Independent Director

Date of Election September 2019

Length of Service 4 years

Professional Qualification

- Independent Director of Manila Water Company, Inc. (MWC), Ayala Land Inc.(ALI), and Integrated Micro-Electronics, Inc. (IMI)
- A non-executive Director of Far Eastern University, and of FERN Realty Corporation
- Co-led the Initial Public Offering (IPO) teams of ALI, Cebu Holdings, Inc., MWC, and IMI.
- Awarded as the ING-FINEX CFO of the Year for 2008
- A Certified Public Accountant
- Master of Business Administration from the Ateneo Graduate School of Business
- Attended post-graduate courses in Harvard Business School and in Stanford University
- B.S. in Commerce from Far Eastern University, graduating summa cum laude

Committees Board Risk Management & Related Party Transactions © / Corporate Governance & Nomination / Executive / Personnel and Compensation

Key Strengths General management / Finance and accounting / Utilities / Real estate



Melinda Ocampo
Independent Director

Date of Election September 2019

Length of Service 1 year

Professional Qualification

- Independent Director of ENEX Energy Corp.
- Previously served as President of the Philippine Electricity Market Corporation from March 2009 to July 2017, and as Undersecretary to the Department of Energy from May 2005 to December 2007
- Previously served as a division chief and a director of the National Electrification Administration
- A Certified Public Accountant
- Master of Business Administration from the University of the Philippines
- B.S. in Commerce, Major in Accounting, from the Republic Central Colleges, in Pampanga

Committees Corporate Governance & Nomination / Board Risk Management & Related Party Transactions / Sustainability Committee

Key Strengths Energy systems / Regulatory



Solomon Hermosura
Corporate Secretary

Date of Election 2019

Length of Service 4 years

Professional Qualification

- Senior Managing Director, Group Head of Corporate Governance, Chief Legal Officer, Corporate Secretary, Compliance Officer and Data Protection Officer of Ayala Corporation
- A member of the Ayala Corporation Management Committee since 2009 and the Ayala Group Management Committee since 2010
- Corporate Secretary and Group General Counsel of Ayala Land Inc.
- Corporate Secretary of Integrated Micro-Electronics, Inc., Globe, AREIT, Inc. and Ayala Foundation, Inc.
- A member of the faculty of the College of Law of San Beda University
- Bachelor of Laws degree (Valedictorian) from San Beda College and placed third in the 1986 Bar Examinations

Key Strengths Law / Regulatory / Corporate governance / Data privacy / Transactions / General management

Management team



Eric Francia
Group CEO, ACEN



Maria Corazon Dizon
CFO & Treasurer



Patrice Clausse
CEO, ACEN International



Jose Maria Zabaleta
CEO, ACEN Development



John Philip Orbeta
Chief Human Resources Officer
Chief Administrative Officer
Chief Risk Officer



Jonathan Back
Chief Strategy Officer



Solomon Hermosura
Corporate Secretary



Miguel de Jesus
COO, Philippine Operations



Dodjie Lagazo
General Counsel & Assistant
Corporate Secretary



Gabino Ramon Mejia
Executive Director &
Head, Plant Operations



Irene Maranan
Vice President &
Head, Communications
and Sustainability