

PHILIPPINE SUGAR CORPORATION
THE BOARD OF DIRECTORS AND OFFICERS

ROBERTO G. ABELLO

Filipino, born in 1943, a Banker, he was appointed as member of the Board since 20 December 2010 and serves as the Chairman of Credit Committee. He is the President/Gen. Manager of Rural Bank of Ilog and a Board of Trustee of Dungannon Bank. He is affiliated with Binalbagan-Isabela Planters Association, Metro-Bacolod Chamber of Commerce, Negros Women's for Tomorrow Foundation and Sacred Heart Seminary Foundation.

Mr. Abello acquired his Bachelor of Science degree in Agriculture from University of the Philippines-Los Baños in 1965 and his post graduate studies in Agriculture from California Polytechnic College in 1966.

AUGUSTO B. ARANETA, JR.

Filipino, born in 1947, a Lawyer by profession, he was appointed as one of the Directors of Philsucor since 20 December 2010 and is the Chairman of the Remedial Committee. Concurrently, he is the President of Barotac-Dumangas Anilao Planters Association Inc. and sits as the Corporate Secretary of the National Federation of Sugarcane Planters Inc. He was formerly the Vice-Chairman of the Board of Trustees of the Philippine Sugar Research Institute.

Atty. Araneta earned his Bachelor of Arts degree from University of the Philippines-Diliman in 1968 and his Bachelor of Laws degree from San Beda College in 1973. He passed the Bar Exam the following year.

TEOTIMO A. BALLESTEROS, JR.*

Filipino, born in 1962, Mr. Ballesteros is a Board Member since 20 December 2010. He has served as the Director of United Sagay-Escalante-Toboso Planters Association, Inc. and was President of Victorias-Manapla-Cadiz Rural Electric Service Cooperative, Inc.

He studied Civil Engineering at Cebu Institute of Technology before proceeding to the Philippine Military Academy, graduating in 1985.

RAYMOND T. GOMEZ

Filipino, born in 1948, an Accountant by profession, Mr. Gomez was appointed as one of the Directors of Philsucor on 15 January 2013 and is the Chairman of the Finance Committee. He started his career as an Auditor at Sycip, Gorres, Velayo & Co. He then assumed various positions connected with the Sugar Industry including serving as the President of Calinog-Lambuano Multi-Planters Association and a Trustee of the Philippine Sugar Research Institute

and Panay Federation of Sugarcane Farmers.

He graduated Cum Laude with a Bachelor of Science in Commerce major in Accounting degree from the University of St. La Salle (formerly La Salle College-Bacolod) in 1968 and passed the CPA Licensure Exam in 1969. He has completed all units for his Masters in Management from University of the Philippines-Visayas.

JOSEPH CONRAD F. LEDESMA

Filipino, born in 1976, he was appointed as member of the Board on 20 December 2010. He previously worked as a Process Engineer at Amkor Technology and has been a part-time faculty at the University of St. La Salle-College of Engineering until 2005. He is the General Manager of Tinihaban Agricultural Corp. and a member of the Board of Directors of various associations including Sugar Industry Foundation, Silay-Saravia Railways Cooperative, AHSSI Planters Multi-Purpose Cooperative and the SIMAG Foundation.

A consistent honor student, he earned his degree in Bachelor of Science in Manufacturing Engineering and Management from De La Salle University in 1998 and his MBA from University of St. La Salle Bacolod in 2005.

ANDREW O. REGALADO

Filipino, born in 1947, he joined Philsucor as member of the Board on 20 December 2010. Prior to Philsucor, he served as a Board Member of various organizations such as the Carlos Hilado Memorial College, Bacolod Eco & Business Council, Bacolod Negros Occidental Federation Info Tech. He was also a Trustee of the Habitat for Humanity Philippines Foundation Inc. until 1997 and has been an executive of various local private companies.

Mr. Regalado graduated from La Salle College-Bacolod with a Bachelor of Science in Commerce major in Business Management degree in 1969.

RENATO B. SALVATIERRA

Filipino, born in 1940, Mr. Salvatierra is the President & Vice Chairman of Philsucor since 2011. He has been with the company for over 20 years and became Vice President in 1989 until his retirement in 2005. He was then hired as a Consultant for Operations up to his appointment as member of the Board on 20 December 2010. Prior to joining Philsucor, he worked for Philippine National Bank from 1965 to 1974 and headed the Domestic Sugar Department of the Philippine Exchange Company until 1978.

He graduated from the University of the East with a degree in Business Administration major in Accounting in 1962 and passed the CPA Licensure Exam in 1964.

JOSEPH EDGAR M. SARROSA

Filipino, born in 1965 was appointed Board of Director of Philsucor on 20 December 2010. Concurrently, he serves as the Chairman of Organic Producers in the Island of Negros and Executive Vice President of the Sagay Aqua Ventures Corp and of Salvacion Agri_industrial Corp. He is also affiliated with United Sugar Producers Federation of the Philippines, Rural Sugar Planters Association Inc., and Farmers Multi-Purpose Cooperative.

Mr. Sarrosa graduated from the University of St. La Salle (formerly La Salle College-Bacolod) in 1986 and completed a Business Management Program at the Asian Institute of Management in 1987.

CORNELIO V. TOREJA**

Filipino, born in 1965, Mr. Toreja joined Philsucor as a Board Member on 20 December 2010. Simultaneously, he is the President of Luzon Federation of Sugarcane Growers Inc. He is also a Trustee of Batangas Integrated Sugarcane Planters and of Sugar Industry Foundation Inc.

FREDDIE W. ZAYCO

Filipino, born in 1944, Mr. Zayco was appointed Board Member in 20 December 2010. He was a former Provincial Board Member of Negros Occidental and General Manager of Vizcaya Management Corporation. He is affiliated with Association of Negros Agro Producers, Inc., United Sugar Producers Federation of the Philippines, Inc. and Lions Club.

He earned his degree in Business Administration from Adamson University.

JULIE L. ESTANTE

Filipino, born in 1962, she was appointed Department Manager II in 2014. She's been with Philsucor since 1984 and has held various positions including being the Office-in-Charge in 2005 and Acting Department Manager II from 2010 until her recent appointment. She earned her Bachelor of Science major in Accounting degree from University of San Agustin in 1983 and her MBA from International Academy of Management and Economics in 2002.

THELMA R. BUGAYONG

Filipino, born in 1953, she joined Philsucor in 1984 and holds the position of Accountant V since 1992. She earned her undergraduate degree from Philippine School of Business Administration in 1975 and passed the CPA Licensure Exam in 1977.

* Resigned effective 27 March 2014.

** Resigned effective 22 September 2014