

DELFIN S. CASTRO, JR.

Chairman and President, Executive Director

Chairman of the Nomination Committee and member of the Compensation and Risk Management Committees

Age: 53

Date of First Appointment: January 4, 2012

Academic Background:

Mr. Castro holds a Master's Degree in Business Administration and a Bachelor of Science in Business Management from the University of the Philippines.

Business and Professional Background/Experience:

Mr. Castro is currently the President of Geograce Resources Philippines, Inc., Director/Treasurer/Assistant Corporate Information Officer of Lodestar Investments Holdings Corporation, and Treasurer of Nihao Mineral Resources International, Inc and Treasurer of the Peak Condominium Corporation. He is a Director/President of Redridge Resources Corporation. From June 2000 to April 2001, he was the Global Portfolio Manager for Private Equities at United Resources Asset Management, Inc. He was formerly the Engagement Director of Palo Alto Consultant Asia, Inc. and a Senior Assistant Vice President at Asiatrust Bank.

Directorship in Other Listed Companies in the Philippines

1. Geograce Resources Philippines, Inc. - Executive Director
2. Lodestar Investment Holdings Corporation – Executive Director

ANTONIO VICTORIANO GREGORIO III

Treasurer, Executive Director

Chairman of the Compensation Committee and member of the Audit and Nomination Committees

Age: 46

Date of First Appointment: January 4, 2012

Academic Background:

Atty. Gregorio graduated with a Juris Doctor from the Ateneo de Manila University Second Honor in 1998 and passed the bar examination in 1999. He also has a Bachelor of Science Major in Management Engineering and a Bachelor of Arts, Major in Economics - Honors, both from the Ateneo de Manila University, Magna Cum Laude. He was a Valedictorian of his high school class in Ateneo.

Business and Professional Background/Experience:

Atty. Gregorio is a Partner at Gregorio Law Offices and sits as director and officer of various public and private companies, including, NiHAO Mineral Resources International, Inc. (Chairman and President 2011 to present), Lodestar Investment Holdings Corporation (Chairman from 2009 to present), AbaCore Capital Holdings, Inc. (Vice Chairman and Director from 2009 to present), Cuervo Far East, Inc. (Corporate Secretary/Director, from 2005 to present), Philippine Regional Investment Development Corp. (President and Director, from 2016 to present), Philstar Development Bank (Director, 2008-2012, 2016-present), Beaver Q Corp. (Corporate Secretary, from 2002 to present), Barnyard Realty Corporation (Corporate Secretary, from 2002 to present), 4A9T Scholarship Foundation (Corporate Secretary/Trustee, from 1999 to present), Asiabest Group International, Inc. (Chairman and President from 2011 to 2017), Director of Redridge Resources Corporation, among other companies.

Directorship in Other Listed Companies in the Philippines

1. Lodestar Investment Holding Corporation – Executive Director
2. NIHAO Mineral Resources International, Inc. – Executive Director
3. AbaCore Capital Holdings, Inc. – Vice-Chairman

DAVID O. CHUA

Non-Executive Director
Member of the Governance Committee

Age: 50

Date of First Appointment: January 6, 2012

Academic Background:

Mr. Chua graduated from St. Mary's College of California with a Bachelors of Science in Financial Services Management Honors Program and received his Master of Business Administration from J.L. Kellogg School of Management (Northwestern University) and the Hong Kong University of Science and Technology (HKUST) Graduate School of Management.

Business and Professional Background/Experience:

Mr. Chua is President of both Cathay Pacific Steel Corporation (CAPASCO) and Asia Pacific Capital Equities and Securities Corporation. He is formerly a director on the board of the Philippines Stock Exchange. He is director of Philippine Savings Bank, NiHAO Mineral Resources International, Inc. and Crown Equities, Inc. He is also a trustee of the University of the East Ramon Magsaysay Medical Center. Mr. Chua is a director of the Trade Committee of the Federation of Filipino-Chinese Chambers of Commerce and Industry as well as Chairman of the 2008 National Employer's Conference of the Employer's Confederation of the Philippines (ECOP). He also serves as a director of Galleria Corporate Center Condominium Corporation and as director and Treasurer of the Heavenly Garden Memorial Park Development Corporation. Mr. Chua currently serves as President of the Kellogg/Northwestern University Alumni Association of the Philippines as well as the President of the Steelmakers Association and director of the Hardware Foundation of the Philippines. He is also a member of the Makati Business Club, Financial Executives Institute of the Philippines (FINEX), ECOP, Rotary Club of Makati West and the Young Presidents Organization. He was previously a director for First Metro Investment Corporation, The Philippine Banking Corporation, PBC Capital and Investments Corporation and Philippine Internet Service Organization.

Directorship in Other Listed Companies in the Philippines

1. NIHAO Mineral Resources International, Inc. – Director

LEONARDO CUA

Non-Executive Director

Age: 64

Date of First Appointment: January 6, 2012

Academic Background:

Dr. Cua graduated from the University of the Philippines, Diliman, with a degree in Bachelor of Science in Biology. He is a Doctor of Medicine from the University of the East Ramon Magsaysay Memorial Medical Center (UERMMMC). He completed his post graduate internship from the Manila Doctor's Hospital (1980-1981) and residency training, specializing in anaesthesia at UERMMMC.

Business and Professional Background/Experience:

Dr. Cua is a member of the Philippine Medical Association, Philippine Society of Anaesthesiologist and Rotary Club of Chinatown-Manila Chapter. He is currently a visiting Anaesthesia Consultant at UERMMMC and Medical Center Manila, and has been the Vice President for Operations of BCHT Enterprises from 1990 up to present.

Directorship in Other Listed Companies in the Philippines

1. NIHAO Mineral Resources International, Inc. – Independent Director

REYNO D. DIZON

Non-Executive Director

Age: 63

Date of First Appointment: January 6, 2012

Academic Background:

Mr. Dizon graduated from University of Santo Tomas, with a Bachelor of Science degree in Mechanical Engineering.

Business and Professional Background/Experience:

Mr. Dizon was a member of the Board of Directors of the Company since 2012 and Director of Redridge Resources Corporation. He was the Company's Vice-President for Operations. Before joining DCSMI, he served as Vice-President for Administration and Finance of Vendiz Pharmaceuticals, Inc. for several years. Mr. Dizon is also the previous President of Celestino-Maria Dizon Foundation, Inc.

Directorship in Other Listed Companies in the Philippines

1. Geograce Resources Philippines, Inc. - Director

BENJAMIN I. ESPIRITU

Independent Director

Chairman of the Audit, Governance and Risk Management Committees and Member of the Nomination Committee

Age: 65 **Date of First Appointment:** December 16, 2014

Academic Background:

He earned his Ph.D., Major in Public Administration from the University of Santo Tomas, Master in National Security Administration from National Defense College of the Philippines, Master of Business Administration and Bachelor of Science in Commerce, Major in Accounting from De La Salle University.

Business and Professional Background/Experience:

Mr. Espiritu is a Certified Public Accountant, Corporate Director, Professor, Former Governor. President / CEO of Change Management International, Inc., Chairman of Banco de Mindoro, Inc. President - Risks, Opportunities, Assessment and Management (ROAM) Inc. and sits as director and officer of various companies. He was Dean of Far Eastern University Makati and Chairman of the Accounting, Finance, Business and Governance Department of the De La Salle University Graduate School of Business. Dr. Benjamin Espiritu is a Commissioner of the Philippine Sports Commission, Chairman, Board of Regents, Pamantasan ng Lungsod ng Maynila and Chairman, Board of Trustees, Ospital ng Maynila.

Directorship in Other Listed Companies in the Philippines

1. Central Azucarera de Tarlac - Independent Director

MANUEL G. ONG

Independent Director

Member of the Audit and Governance Committees

Age: 60 years old

Date of First Appointment: March 21, 2016

Academic Background:

Mr. Ong is a graduate of De La Salle University with a degree in Bachelor of Science in Chemical Engineering

Business and Professional Background/Experience:

Mr. Ong is currently the Vice President of Technical Director of Industrial Welding Corporation

Directorship in Other Listed Companies in the Philippines

1. NiHAO Mineral Resources International, Inc. – Independent Director
2. Geograce Resources Philippines, Inc. – Independent Director
3. Asiabest Group International, Inc. – Independent Director
4. Lodestar Investment Holdings Corporation – Independent Director

RAYMOND T. KOA

Non-Executive Director

Age: 64

Date of First Appointment: March 21, 2016

Academic Background:

Mr. Koa is a graduate of the Philippine School of Business Administration with a degree in Bachelor of Science in Business Administration.

Business and Professional Background/Experience:

Mr. Koa has been the Vice President-General Manager of Mercury Multi-Sales Corporation from 2012 up to present and currently director of Geograce Resources Philippines, Inc.

Directorship in Other Listed Companies in the Philippines

1. Geograce Resources Philippines, Inc. – Non Executive Director

RICHARD N. PALOU

Non-Executive Director

Member of the Compensation and Risk Management Committees

Age: 70

Date of First Appointment: December 18, 2017

Academic Background:

Mr. Palou is a Master in Business Administration Candidate and a graduate of Business Management of Ateneo de Manila University.

Business and Professional Background/Experience:

He is currently serves as director as DANAGA Pawnshop Inc., (2007-present) Vantage Investigation and Security Agency (2007-present) and First Philippine Wind Corporation (1997 to present). He is the Director for the University Athletics at the Ateneo de Manila University (2004-2017).

Directorship in Other Listed Companies in the Philippines

1. Asiabest Group International, Inc. – Non Executive Director