

## **DIRECTORS' PROFILES**

### **Jose Eduardo J. Alarilla, Chairman of the Board**

**Jose Eduardo J. Alarilla** assumed chairmanship of the Board of Directors of Apex Mining in September 2021. Mr. Alarilla holds key positions in other companies: Chairman of Mega Equipment International Corp.; Vice Chairman of Bloomberry Resorts Corporation, a publicly listed company; President and CEO of Mega Subic Terminal Services, Inc.; and, President of Manila Holdings and Management, Inc., LVHI, DEI, Eiffle House, Inc., Alpha Allied Holdings Ltd., and Sureste Properties, Inc. He is also a Director of Bloomberry Resorts and Hotels, Inc., MORE, and International Cleanenvironment Systems, Inc. Mr. Alarilla holds a Bachelor of Science in Mechanical Engineering from De La Salle University and a master's degree in business management from the Asian Institute of Management.

### **Luis R. Sarmiento, ASEAN Eng., Director; President & CEO**

**Luis R. Sarmiento, ASEAN Eng.** was elected as President & CEO of the Parent Company on 28 June 2019 (he was also elected as President of ISRI and MORE on the same day). He was appointed Senior EVP & COO on 01 October 2018.

Prior to joining Apex Mining, Mr. Sarmiento was the president of Orica Explosives Philippines, Inc., a global publicly listed mining services company headquartered in Melbourne, Australia. He served Orica in various capacities for 34 years, rising from the ranks to become its highest-ranking Filipino officer.

Mr. Sarmiento is also the president of the Philippine Mine Safety and Environment Association (PMSEA), an organization dedicated to furthering responsible mining through exemplary environment and safety practices. He first served as PMSEA's president from 2008 to 2017.

Mr. Sarmiento is a multi-awarded mining engineer: Outstanding Mapuan Awardee in the field of mining engineering of the Mapua Institute of Technology and the National Association of Mapua Alumni (2005); Outstanding Mining Engineer Awardee by the Philippine Society of Mining Engineers (2008); and, Outstanding Mining Engineer of the Year Awardee by the Professional Regulation Commission (2012).

Mr. Sarmiento graduated from the Mapua Institute of Technology with a BS Mining Engineering degree (1979). In June 2006, he was accredited as an ASEAN Engineer by the ASEAN Federation of Engineering Organizations. He is also a Licensed Blaster

Foreman (Philippine National Police Firearms and Explosives Division). He completed the Management Development Program of the Asian Institute of Management in 1997. Mr. Sarmiento is an honorary member of the Philippine Military Academy's *Maringal* Class (1988).

### **Stephen A. Paradies**

**Stephen A. Paradies** has been a Director of the International Container Terminal Services, Inc., a publicly listed company since December 1987. He is also a Director of Sureste Properties Inc., IWI Container Terminal Holdings, Inc. and the Country Club Inc. Mr. Paradies is the Chairman & President of Parraz Development Corp., a Trustee of Bloomberry Cultural Foundation, Inc., a Director of Union Properties, Inc., Prime Metro BMD Corp., Prime Metro Infrastructure Holdings Inc., and Chairman of NapaGapa Beverages, Inc. and MORE Electric & Power Corporation. Mr. Paradies received his Bachelor of Science degree, major in Business Management, from the Santa Clara University, California, USA.

### **Michael Ray B. Aquino**

**Michael Ray B. Aquino** was elected to the Board of Directors on 11 March 2022. He is the Vice President for Security of Bloomberry Resorts and Hotels Inc. with responsibility over facility security at the Solaire Resort and Casino. Mr Aquino started as Deputy Director in 2013 and working his way to his current position in 2019. He is actively involved in coordination and government relations relating to the corporate social responsibility projects of Solaire Cultural Foundation. These include the Solaire ICTSI Vaccination Center (SIVC), the distribution of pandemic relief and assistance and various calamity relief operations in different parts of the country, and material support to several units of the Armed Forces of the Philippines. Mr. Aquino became an officer in the Philippine National Police (PNP) and its predecessor agency the Philippine Constabulary, after his graduation from the Philippine Military Academy (PMA) in 1988. Among the positions he held in the PNP was Chief Operations Division of the Presidential Anti-Organized Crime Task Force and Deputy Director of PNP Intelligence Group. Mr. Aquino has a Bachelor of Science from the PMA, a master's in government management from the Pamantasan ng *Lungsod ng Maynila*, and has units towards a master's in business management from the University of the Philippines - Visayas (Cebu). He attended the Anti-Corruption and Compliance Summit in Hong Kong, Dubai, and UAE from 2014 to 2015.

## **Roel Z. Castro**

**Roel Z. Castro** is the President and Chief Executive Officer of MORE Electric and Power Corporation. Previously, he was the President and CEO of the following companies: ABrown Company Inc. (ABCI); Palm Thermal Consolidated Holdings Corp.; Palm Concepcion Power Corp.; Peakpower Energy Inc.; and, Hydro Link Power Corp. He finished BS Agricultural Business in UP Los Baños and earned his master's degree at the Asian Institute of Management. Mr. Castro was elected during the regular board meeting of Apex Mining on 12 July 2023.

## **Joselito H. Sibayan, Independent Director**

**Joselito H. Sibayan** has been Independent Director of the Company since June 2014. He is the President and CEO of Mabuhay Capital Corporation, a firm which provides financial advisory services and capital raising solutions to its clients. Mr. Sibayan was Vice-Chairman of Investment Banking-Philippines; Philippine Country Manager for Credit Suisse First Boston; and Director of Philippine Postal Savings Bank. He is concurrently an Independent Director of SM Prime Holdings, Inc. and a Director of ABCI, both publicly listed companies. Mr. Sibayan obtained his Bachelor of Science in Chemical Engineering degree from De La Salle University-Manila and his master's degree from the University of California in Los Angeles.

## **Valentino S. Bagatsing, Independent Director**

**Valentino S. Bagatsing** was Principal Investment Officer in-charge of Real sectors business development and relationship management for the Philippines of the International Finance Corporation (IFC), the private sector investment arm of the World Bank Group. Prior to his return to Manila, he served as Resident Representative and Country Head for Nepal where he was concurrent Program Leader for the Nepal Hydropower Joint Implementation plan of the World Bank group. Previously, Mr. Bagatsing led IFC investment teams through landmark transactions in the Philippines and Lao PDR. He worked at the World Bank group from June 2006 to April 2019. He has also served various senior capacities in Investment, Mortgage and Commercial banking in the Philippines (1993-2006) and in the United States (1982-1992). A Certified Public Accountant, Mr. Bagatsing earned his MBA in Finance at the McLaren School of Business, University of San Francisco and his accounting degree at the San Beda College, Manila. He is also a member of the Society of Fellows of the Institute of Corporate Directors (ICD) and the Financial Executives Institute of the Philippines (FINEX).