

**Integrated Micro-Electronics, Inc.**

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**2025 BOARD OF DIRECTORS AND KEY OFFICERS
As of April 2025****Board of Directors**

Alberto M. de Larrazabal	Chairman of the Board of Directors
Louis Sylvester Hughes	Director, Chief Executive Officer and President
Jose Ignacio A. Carlos	Director
Roland Joseph L. Duchâtelet	Director
Gilles Bernard	Director
Rafael C. Romualdez	Director
Jaime Z. Urquijo	Director
Mark Robert H. Uy	Director
Jesse O. Ang	Lead Independent Director
Hiroshi Nishimura	Independent Director
Sherisa P. Nuesa	Independent Director

ALBERTO M. DE LARRAZABAL, Filipino, 69
Chairman, Non-Executive Director since November 24, 2023

Committee memberships:

- Chairman of Executive Committee
- Member of Finance Committee
- Member of Related Party Transactions Committee

Skills and experience:

Mr. de Larrazabal is a Senior Managing Director and Chief Finance Officer of Ayala Corporation since April 23, 2021. He also holds the following positions in other publicly listed companies: Director of ENEX Energy Corp, and Non-Executive Non-Independent Director of Yoma Strategic Holdings Ltd. He is the Vice Chairman, President and CEO of AC Ventures Holdings Corp., Chairman of A&CO Holdings Corporation, AA Infrastructure Projects Corporation, Ayala Aviation Corporation, ACX Holdings Corporation, and LiveIt Investments Limited; Chairman and President of Lontide Holdings, Inc.; Director, President and CEO of AC Infrastructure Holdings Corporation, AC International Finance Ltd., and AYC Finance Limited; Vice Chairman of Lagdigan Land Corporation; Director and President of AC Ventures SubCo, Inc. and Philwater Holdings Company, Inc.; Director, Treasurer and Chief Finance Officer of WeAreAyala Business Club, Inc.; Director and CEO of AG Holdings Limited, AG Region Pte. Ltd., Ayala International Pte. Ltd., Ayala International Holdings Pte Limited, Azalaea International Venture Partners Limited, Bestfull Holdings Limited, BF Jade E-Services Philippines, Inc., Fine State Group Limited, and VIP Infrastructure Holdings Pte. Ltd; Director of AC Energy and Infrastructure Holdings, Inc., AC Industrial Technology Holdings, Inc., AC Logistics Holdings Corporation, ACEN International, Inc., A.C.S.T Business Holdings, Inc., AC Mobility Holdings Incorporated, Anko JV Company, Inc., Air 21 Holdings, Inc., APPPPS Partners, Inc., Asiacom Philippines, Inc., Ayala Healthcare Holdings, Inc., Evro Mobility Solutions, Inc., Healthnow, Inc., Global Telehealth, Inc., Light Rail Manila Holdings, Inc., Michigan Holdings, Inc., Mobility Access Philippines Ventures Inc., Affinity Express Holdings, Ltd., AI North America, Inc., AYC Holdings Limited, Pioneer Adhesives, Inc., Purefoods International Limited ("PFIL NA"), Strong Group Limited, and Total Jade Group Limited. He has over two decades of extensive experience as a senior executive in Finance, Business Development, Treasury Operations, Joint Ventures, Mergers and Acquisitions, as well as Investment Banking and Investor Relations. Prior to joining Ayala Corporation, Albert served as Chief Commercial Officer and Chief Finance Officer of Globe Telecom, a business unit of Ayala Corporation. Before he joined Globe Telecom, he held positions such as Vice President and CFO of Marsman Drysdale Corporation, Vice President and Head of the Consumer Sector of JP Morgan, Hong Kong, and Senior Vice President and CFO

of San Miguel Corporation. He holds a Bachelor of Science degree in Industrial Management Engineering from De La Salle University.

Directorship in other publicly listed companies:

ENEX Energy Corp. and Yoma Strategic Holdings Ltd. (listed on the Yangon Stock Exchange)

LOUIS SYLVESTER HUGHES, American, 60

Executive Director since June 20, 2024 and Chief Executive Officer since May 1, 2024

Committee memberships:

None

Skills and experience:

Mr. Hughes has extensive global C-suite experience in sales, engineering, sourcing and operations. His 25 years in the global EMS industry centered on automotive and medical manufacturing, consumer electronics, sales and supply chain management. He was previously a senior manager at General Electric, COO of Universal Electronics, a NASDAQ-listed EMS company, CEO of Beyonics, a contract manufacturer headquartered in Singapore. He graduated with a degree in Mechanical Engineering from Union College and completed a Masters in Business Administration minor in Data Analytics at University of California Irvine.

Directorship in other publicly listed companies:

None

HIROSHI NISHIMURA, Japanese, 72

Independent Director since June 17, 2020

Committee memberships:

- Member of Corporate Governance and Nomination Committee
- Member of Audit and Risk Committee
- Chairman of Related Party Transactions Committee

Skills and experience:

Mr. Nishimura served as an Independent Director of the Company from April 2010 to April 15, 2020 and was re-elected as such on June 17, 2020. He is the Chairman and President of Linkwest International Consultancy Services, Inc. He also serves as the Executive Vice President of All Purpose Appliances & Multi-Products, Inc. He served as President of Panasonic Communications Philippines Corporation (PCP), formerly known as Kyushu Matsushita Electronics Philippines (PKME), from 2000-2007. He is not a director of any publicly listed company in the Philippines other than IMI. He finished a degree in Electronics Engineering Course at Kurume University in 1976.

Directorship in other publicly listed companies:

None

JOSE IGNACIO A. CARLOS, Filipino, 55

Non-Executive Director since December 14, 2006

Committee membership:

- Member of Personnel and Compensation Committee

Skills and experience:

Mr. Carlos is the Chairman of the Board of AVC Chemical Corporation, Vice Chairman of the Board of Mindanao Energy Systems, Inc., and President of Polymer Products Philippines, Inc. and Minergy Power Corporation. He is also a member of the Board of Directors of Resins, Inc., Cagayan Electric Power and Light Co., Riverbanks Development Corporation, and Philippine Iron Construction and Marine Works, Inc. He is not a director of any publicly listed company in the Philippines other than IMI. He earned a BS Management degree from the Ateneo de Manila University in 1991 and finished Masters of Business Administration at the Johnson Graduate School of Management Cornell University in 1999.

Directorship in other publicly listed companies:

None

JESSE O. ANG, Filipino, 65

Independent and Non-Executive Director since April 25, 2024

Committee memberships:

- Member of Corporate Governance and Nomination Committee
- Chairman of Audit and Risk Committee
- Member of Related Party Transactions Committee

Skills and experience:

Mr. Ang is currently an independent director of BPI Capital Corporation, BPI Asset Management and Trust Company, BPI AIA Life Assurance Corporation, BPI/MS Insurance Corporation and BPI International Finance Limited (based in Hong Kong), ACEN CORPORATION and ACEN International, Inc. He was previously an independent director of BPI Securities Corporation (August 2022 - February 2023); part of the Philippine office of the International Finance Corporation (2000-2018) of which he was Head (Resident Representative) from 2007-2015; CFO of the Philippine International Air Terminals Company (1998-2000); Director for Global Structured Finance, New York City branch of Australia New Zealand Bank (1994-1998); Vice President for Trade and Commodity Finance, New York City branch of Generale Bank (1988-1994); Assistant Vice President in the Asia Division, Irving Trust Company in New York City (1985-1988); Budget Analyst for the Philippine National Oil Company (1982-1983); and Lecturer at the Department of Industrial Engineering of the University of the Philippines - Diliman (1981-1982). Mr. Ang received his BS Industrial Engineering degree from the University of the Philippines in 1981 and his Master of Business Administration from the Wharton School, University of Pennsylvania in 1985.

Directorships in another publicly listed company:

ACEN Corporation

SHERISA P. NUESA, Filipino, 70

Independent and Non-Executive Director since April 13, 2018

Committee memberships:

- Chairman of Corporate Governance and Nomination Committee
- Member of Personnel and Compensation Committee

Skills and experience:

Ms. Nuesa is a Director of other publicly listed companies as follows: Independent Director of Manila Water Company, Inc. and AREIT, Inc. and a non-executive Director of Far Eastern University and Metro Retail Stores Group Inc., where she serves as Chairman of the Board. She also sits in the Board of FEU subsidiary FERN Realty Corporation and concurrently a Senior Adviser to the Board of Vicsal Development Corporation. She is a member of the boards of trustees of the Financial Executives Institute (FINEX) Foundation and the NextGen Organization of Women Corporate Directors (NOWCD), where she holds the position of Vice President. She is also a Board Adviser to Justice Reform Initiative Inc. (JRI) where she was the former Chairperson for ten years since its inception. In the recent past, she is a former director of Ayala Land Inc. and ACEN Corporation from 2020 until April 2023. She also held the positions of President and Director of the ALFM Mutual Funds Group, and Trustee and Fellow of the Institute of Corporate Directors (ICD) from 2012 to 2021. In addition to her background as a Chief Finance Officer and currently as a Board Director, she also held previous positions in management operations and is an accredited lecturer of both ICD and the FINEX Academy. She was the Chief Finance Officer and Chief Administration Officer of IMI from January 2009 to July 2010. She was then a Managing Director of Ayala Corporation and had served in various capacities in Ayala Corporation, Ayala Land, Inc., and Manila Water Company, Inc. She co-led the Initial Public Offering (IPO) teams of Ayala Land, Inc., Cebu Holdings, Inc., Manila Water, and IMI. Ms. Nuesa received a Master of Business Administration degree from the Ateneo-Regis Graduate School of Business in Manila. She also attended post-graduate courses in Harvard Business School and in Stanford University. She graduated summa cum laude in 1974, with a degree of Bachelor of Science in Commerce from the Far Eastern University, which named her as one of its Outstanding University Alumni. A Certified Public Accountant, she was awarded as the ING-FINEX CFO of the Year for 2008.

Directorship in another publicly listed company:

Manila Water Company, Inc., AREIT, Inc., Far Eastern University Incorporated and Metro Retail Stores Group Inc.

JAIME Z. URQUIJO, Filipino, 37

Non-Executive Director since October 21, 2022

Committee memberships:

- Chairman of Finance Committee
- Member of Personnel and Compensation Committee

Skills and experience:

Mr. Urquijo is the Chief Sustainability and Risk Officer (CSRO) of Ayala Corporation. In addition to his CSRO role, he is also currently a director of ACEN Corporation, Bank of the Philippine Islands, BPI/MS Insurance, AC Industrial Technology Holdings, Inc., AC Ventures Holdings Corp., and Chairman of Klima 1.5 Corp. He is Vice Chairman of the Board of Trustees and Chairman of the Executive Committee of Ayala Foundation, a member of the Board of Trustees and Chief Executive Officer of WeAreAyala Business Club, Inc., and is also an Independent Advisor to the Board of Directors of Ayala Land Inc. He is also part of the board of WWF Philippines, the European Chamber of Commerce of the Philippines (ECCP), Makati Central Estate Association, Inc. (MACEA), and the Hero Foundation. He was previously Vice President for Business Development at Ayala Corporation's listed energy platform, ACEN. During his tenure at ACEN, Jaime led initiatives to expand the group's portfolio of assets in the Philippines, Vietnam, Myanmar, and Indonesia. Prior to this, Jaime served as the Head of Business Development for AF Payments, Inc., which created the Beep Card payment system, the country's first interoperable public transport payment card. Prior to joining the Ayala Group, Jaime was an associate at JP Morgan in New York. Jaime received his Bachelor of Arts degree in Political Science from the University of Notre Dame in the US and his Master's in Business Administration from INSEAD in France.

Directorship in another publicly listed company:

ACEN Corporation and Bank of the Philippine Islands

RAFAEL C. ROMUALDEZ, Filipino, 61

Non-Executive Director since May 21, 1997

Committee memberships:

- Member of Executive Committee
- Member of Finance Committee
- Member of Audit and Risk Committee
- Member of Related Party Transactions Committee

Skills and experience:

Mr. Romualdez is a Director of Resins Incorporated and sits in the boards of several of its affiliates, namely, RI Chemical Corporation and its subsidiary, Claveria Tree Nursery Inc., Chemserve Incorporated, Pacific Resins, Incorporated, and MC Shipping Corporation. He is also Chairman of Philippine Iron Construction and Marine Works, Inc., also a subsidiary of RI. He is a Director of Lakpue Drug Incorporated and La Croesus Pharma Incorporated. He earned a Bachelor of Arts degree in Mathematics from Boston College in 1986 and a Masters in Business Administration from George Washington University in 1991.

Directorship in another publicly listed company:

None

ROLAND JOSEPH L. DUCHÂTELET, Belgian, 78

Non-Executive Director since October 21, 2022

Committee membership:

- Member of Executive Committee

Skills and experience:

Mr. Duchâtelet worked for several enterprises in Belgium and Germany. He created several businesses throughout his career, meanwhile organizing approximately 50 acquisitions or sales of businesses. One of them was EPIQ, now part of IMI. Together with his business partners Rudi De Winter and Françoise Chombar, he created Melexis, a company which yielded them the title of “Enterprise the Year” in 2000. In the year 2000, Mr. Duchâtelet became active in the internet business. Between 2007 and 2010 he was a member of the Belgian Senate. Mr. Duchâtelet has degrees in Engineering and Applied Economics from the University of Louvain. He also obtained his Masters in Business Administration from the same university.

Directorship in another publicly listed company:

None

GILLES BERNARD, French, 67

Director since June 20, 2024

Committee membership:

None

Skills and experience:

Mr. Bernard was a former Director and the President of IMI from 2016 to 2019. Prior to this, he was the Chief Operating Officer of the IMI Group from 2014 to 2016 and previously the COO for IMI Europe and Mexico operations and Head of Global Operations support overseeing Global Materials Management, Quality, Sales and Key Strategic Accounts Management between 2011 to 2014. Before IMI, he was the General Manager of EPIQ NV (now Fremach International) from 1995 up to 2001, before he assumed the CEO post in 2001. He held this position until EPIQ NV’s acquisition in 2011. He started his career as a development engineer and later on became D&D Manager of passive components division of Thomson. He then moved to the SMEE subsidiary of Mitsubishi Corporation as Quality Manager. He finished a degree in Engineering Major in Materials from Lycee RomainRoland in 1976 and obtained a Master’s Degree in Physics and Chemistry of Polymer from Paris 13th University in 1976.

Directorship in another publicly listed company:

None

MARK ROBERT H. UY, Filipino, 38, is currently Ayala Corporation’s Corporate Strategy and Business Development Group Head, as well as a member of its Management Committee. His other significant positions include: Chairman of Anko JV Company, Inc.; Director, President and Chief Executive Officer of A&CO Holdings Corporation; Director & President of ACX Holdings Corporation; Director of AC Industrial Technology Holdings, Inc., AC Logistics Holdings Corporation, AC Ventures Holding Corp., and AC Ventures Subco, Inc. Mark has over a decade of investment banking experience, more recently as Credit Suisse’s Country Manager and Head of Investment Banking and Capital Markets in the Philippines. Prior to joining Credit Suisse, he spent 12 years at J.P. Morgan in Manila, Chicago and Singapore offices. His industry experience includes transactions in the energy, agriculture, packaged food and restaurant industries, among others. He graduated from Ateneo de Manila University with a bachelor’s degree, cum laude, in Management Engineering with minor in Finance. He is a CFA charter holder.

Management Committee Members and Key Executive Officers

Louis Sylvester Hughes	- Chief Executive Officer and President
Robert William Heese	- Chief Finance Officer and Compliance Officer
Eric De Candido	- Chief Operations Officer
Laurice S. Dela Cruz	- Vice President, Finance and Corporate Controller, Deputy Compliance Officer, Acting Chief Risk Officer and Acting Chief Sustainability Officer
Maria Margarita V. del Rosario	- Chief Human Resources Officer
Cherie R. Sasan	- Power Business Head
Julien Fournial	- Global Head, Sales and Marketing
Anthony Raymond P. Rodriguez	- Treasurer
John Voltaire C. Madriaga	- Data Protection Officer and ERM and Sustainability Manager
Maria Franchette M. Acosta	- Corporate Secretary
Rosario Carmela G. Austria	- Assistant Corporate Secretary
Rizza Anne O. Sy	- Assistant Corporate Secretary

ROBERT WILLIAM HEESE, Canadian, 63, has been the Chief Finance Officer and Compliance Officer since April 27, 2024. Robert has over 20 years of senior level Finance experience in diversified industries including manufacturing, technology, financial services, and resources supporting a variety of companies such as Beyonics, Avation PLC, MMI Holdings and Mando Corporation among others. He played key roles as Chief Financial Officer of publicly traded and equity backed companies, and as a member of senior leadership teams, boards and audit committees overseeing entire accounting, finance, audit, tax, treasury, FP&A, banking, M&A, risk management, HR, and IT functions. Prior to joining IMI, Robert was an independent consultant providing strategic advice to companies and investors. He attended Thompson Rivers University, and the University of British Columbia in Canada leading to a professional designation as a Certified Professional Accountant (CPA) and Certified General Accountant (CGA) in Canada.

ERIC DE CANDIDO, French, 50, has been IMI's Chief Operations Officer since January 1, 2020. He was IMI's Regional Head for Europe Operations covering Bulgaria, Czech Republic and Serbia since January 2018. He has more than 11 years of experience as a General Manager handling Bulgarian operations of Fremach International (formerly EPIQ NV) and IMI since 2008. His professional experience includes working for 11 years in different Valeo production plants in Poland, France, Iran and Morocco. He has graduated with Production Engineering in ESIEE/Electronics & Electrotechnic Engineering School in Amiens, France.

LAURICE S. DELA CRUZ, Filipino, 40, has served as VP Finance and Corporate Controller/Deputy Compliance Officer since April 25, 2024. She is also the Acting Chief Risk Officer and Chief Sustainability Officer from April 2022 to present. Prior to this, she has held roles of increasing responsibilities since she joined IMI in 2011, including her long-term role as Global Head for Financial Planning and Analysis. She also served as the Chief Finance Officer and Compliance Officer from June 2021 to April 2024. Over the years, she has demonstrated her strong proficiency in technical accounting as well as a broad knowledge in finance in general. She has over 15 years of professional experience in the field of audit, accounting and controllership. Prior to joining IMI, she held the position of Business Unit Controller for the Agro-Industrial Division at Universal Robina Corporation for over two years. She was also a Senior Associate Auditor at Sycip Gorres Velayo (SGV) & Co. for four years. She graduated with a degree of BS in Accountancy from the University of Santo Tomas in 2004 and is a Certified Public Accountant.

ANTHONY RAYMOND P. RODRIGUEZ, Filipino, 57, has been the Treasurer of the Company since June 1, 2021. He has been the Head of Treasury and Credit and Investor Relations Officer since February 2009. Prior to IMI, he has gained nineteen years of extensive professional experience from Metropolitan Bank & Trust Co. as Head, FX Trading – USD/Thirds, BDO – Equitable PCI Bank as Senior Dealer and Head –FX and Derivatives Desk and from Far East Bank & Trust Co. as Institutional Sales Desk Head for Treasury Marketing. He finished a degree in Industrial Engineering at University of Sto. Tomas in 1990 and obtained an MBA from De La Salle University in 1997.

JOHN VOLTAIRE C. MADRIAGA, Filipino, 52, has been appointed as the data privacy officer of the Company on March 7, 2025. He joined IMI on May 6, 2019 and has since held the position of ERM and Sustainability Manager. He is a proactive Enterprise Risk Management professional with a deep understanding of

sustainability principles, combined with expertise in risk management, ESG reporting, and GHG accounting, which he has gained from other companies such as 24/7.ai and Convergys. He completed a degree in Computer Engineering at Don Bosco College Mandaluyong in March 1998 and a Masters in Technology Management from the University of the Philippines in March 2007.

MARIA MARGARITA V. DEL ROSARIO, Filipino, 51, has served as Chief HR Officer since May 1, 2024. Marge was the Global Head of Organization Development and Talent Management when she joined IMI in 2018. She has been a Human Resources professional with 30 years of experience in the areas of talent acquisition and development, total rewards management, employee engagement and labor relations, organizational management and HR information systems and data management gained from local and multinational companies. She earned a degree in Psychology from the University of the Philippines, Diliman.

MARIA FRANCHETTE M. ACOSTA, Filipino, 52, Integrated Micro-electronics, Inc.'s Corporate Secretary since March 6, 2024. She is the Corporate Secretary, Corporate Governance Group Head and Chief Legal Officer of Ayala Corporation. She is also the Corporate Secretary of Ayala Land, Inc., AREIT, Inc., ACEN CORPORATION and Globe Telecom, Inc. She has been a practicing lawyer for 24 years, with 18 years in Villaraza & Angangco Law Firm where she was a Senior Partner, Co-Managing Partner and Head of its Corporate and Commercial Department. Ms. Acosta was also an Assistant Secretary at the Office of the Chief Presidential Legal Counsel of the Republic of the Philippines where she worked from 2001 to 2003 and recognized as an expert counsel in leading legal journals and publications such as Chambers Global, Chambers Asia Pacific and Legal 500. She is a consistent Asia Business Law Journal's top 100 lawyers of the Philippines. Atty. Acosta graduated from New York University with a Master of Laws in 2003, and ranked 3rd in the Philippine Bar Examination. She earned her Bachelor of Laws from the University of the Philippines College of Law in 1998 where she graduated Class Valedictorian and Cum Laude. She holds a Bachelor of Science in Business Economics from the University of the Philippines School of Economics in 1994 where she graduated Magna Cum Laude.

ROSARIO CARMELA G. AUSTRIA, Filipino, 42, was elected as Assistant Corporate Secretary of Integrated Micro-Electronics in April 2021. She is also the Assistant Corporate Secretary of Ayala Corporation, Ayala Foundation, Inc., AC Industrial Technology Holdings, Inc., and Corporate Secretary or Assistant Corporate Secretary of other companies within the Ayala Group. She is Head of the Corporate Secretarial Services Division, Corporate Governance Group of Ayala Corporation. Previously, she was Corporate Governance Manager in Ayala Group Legal from May 2019 to May 2020 and in Ayala Corporation from May 2020 to March 2021. Prior to joining Ayala Group, she worked in the Securities and Exchange Commission from September 2009 to April 2019 where her last post was Assistant Director of the Corporate Governance Division, Corporate Governance and Finance Department. She graduated with a Bachelor of Science degree in Legal Management, minor in International Business, from the Ateneo de Manila University in 2004 and completed her Juris Doctor degree from the same university in 2008. She was admitted to the Philippine Bar in 2009. She obtained a Master of Public Policy in 2013 from the National Graduate Institute of Policy Studies (GRIPS) in Tokyo, Japan as a recipient of the Japan-IMF Scholarship Program for Asia.