



**Integrated Micro-Electronics, Inc.**

North Science Avenue,  
Laguna Technopark  
Special Processing Zone  
Biñan 4024 Laguna

Tel (63 49) 756 6840

Fax (63 49) 544 0322

[www.global-imi.com](http://www.global-imi.com)

**2026 BOARD OF DIRECTORS AND KEY OFFICERS  
As of April 2026**

**Board of Directors**

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

**ALBERTO M. DE LARRAZABAL**, Filipino, 70  
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 currently serves as Chairman of Integrated Micro-Electronics, Inc.; Director, President, and CEO of AREIT, Inc.; President and CEO of AC Infrastructure and Globe Capital Venture Holdings, Inc.; and Director of ENEX Energy Corp., AC Industrial Technology Holdings, Inc., Anko JV Company, Inc., and Light Rail Manila Holdings Inc. He was Chief Financial Officer of Ayala Corporation for over four years, stepping down effective January 1, 2026. His tenure at Ayala Corporation was distinguished by his recognition as CFO of the Year by ING and FINEX, a fitting culmination of his leadership in finance. Mr. de Larrazabal with over three decades of senior executive experience has built an extensive expertise across finance, business development, treasury operations, joint ventures, mergers and acquisitions, investment banking, and investor relations. Prior to joining Ayala Corporation, he served as Chief Commercial Officer and Chief Financial Officer of Globe Telecom. He was elected as an Independent Director of Rizal Commercial Banking Corporation on January 26, 2026. Earlier in his career, he held key leadership roles, including Vice President and CFO of Marsman Drysdale Corporation; Vice President and Head of the Consumer Sector at JP Morgan Hong Kong; and Senior Vice President and CFO of San Miguel Corporation.

***Directorship in other publicly listed companies:***

AREIT, Inc., Rizal Commercial Banking Corporation, ENEX Energy Corp. and Yoma Strategic Holdings Ltd. (listed on the Yangon Stock Exchange)

**LOUIS SYLVESTER HUGHES**, American, 61

Executive Director since June 20, 2024, Chief Executive Officer since May 1, 2024, and President since April 22, 2025

***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

**GILLES BERNARD**, French, 68

Non-Executive Director since June 20, 2024

***Committee membership:***

Mr. Bernard is not a member of any Board Committee.

***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 1981.

***Directorship in another publicly listed company:***

None

**ROLAND JOSEPH L. DUCHÂTELET**, Belgian, 79

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



**JOSE IGNACIO A. CARLOS**, Filipino, 56  
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

**RAFAEL C. ROMUALDEZ**, Filipino, 62  
Non-Executive Director since May 21, 1997

***Committee memberships:***

- Member of Executive Committee
- Member of Finance Committee
- Member of Audit, Risk and Sustainability 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

**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. He was previously the 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. In addition to his CSRO role, he is also currently a director of ACEN Corporation, Bank of the Philippine Islands, AC Energy and Infrastructure Corporation, ACEN International, Inc., AC Industrial Technology Holdings, Inc., AC Infrastructure Holdings Corp., BIM Renewable Energy Joint Stock Company, BIM Energy Joint Stock Company, BIM Wind Power Joint Stock Company, BIM Energy Holding Corporation, 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, 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), MACEA Special Project Committee, Asian Institute of Management, and the Hero Foundation. Concurrently, he is an advisor to the Board of Directors of the Philippine Rugby Football Union, President of Notre Dame Club of The Philippines, and Executive Committee Member of INSEAD Alumni Association of The Philippines. 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

**MARK ROBERT H. UY**, Filipino, 38

Non-Executive Director since April 22, 2025

***Committee memberships:***

Mr. Uy is not a member of any Board Committee.

***Skills and experience:***

Mr. Uy is currently Ayala Corporation's Head of Corporate Strategy and Business Development, as well as a member of the Management Committee. His other significant positions include Chairperson and CEO of AM 50 Ventures Inc. (formerly AC Ventures Holding Corp.); AC Ventures Subco, Inc.; Chairman of AF Payments Inc. and Anko JV Company, Inc.; Director, President and Chief Executive Officer of A&CO Holdings Corporation; Director & President of ACX Holdings Corporation; Director of Integrated Micro-Electronics, Inc., AC Industrial Technology Holdings, Inc., AC Infrastructure Holdings Corporation, AC Logistics Holdings Corporation, CP Aextra AC Corporation (Formerly: M&CO CORPORATION), Globe Capital Venture Holdings, Inc., KP Motors Corporation and, LiveIt Investments Limited. He 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.

***Directorship in another publicly listed company:***

None.

**JESSE O. ANG**, Filipino, 66

Lead Independent Director since April 25, 2024

***Committee memberships:***

- Chairman of Audit, Risk and Sustainability Committee
- Member of Corporate Governance and Nomination 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

**HIROSHI NISHIMURA**, Japanese, 73  
Independent Director from June 17, 2020 until April 21, 2026

***Committee memberships:***

- Member of Corporate Governance and Nomination Committee
- Member of Audit, Risk and Sustainability 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

**SHERISA P. NUESA**, Filipino, 71  
Independent Director since April 2018

***Committee memberships:***

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

***Skills and experience:***

Ms. Nuesa, is a Director of other publicly listed companies as follows: Independent Director of AREIT, Inc. and Manila Water Company, Inc. and a non-executive Director of Far Eastern University and of Metro Retail Stores Group Inc., where she serves as Chairman of the Board. She also sits as a Board member of FEU subsidiary FERN Realty Corporation and as Senior Adviser to the Board of Vicsal Development Corporation. She is also a member of the board of trustees of the Financial Executives Institute (FINEX) Foundation, and a Board Adviser to Justice Reform Initiative Inc. (JRI) where she held the position of former Chairperson for ten years until 2022. In the recent past, she is a former director of ALI 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. She was the Chief Finance Officer and Chief Administration Officer of IMI from January 2009 to July 2010 and the Vice-President and Group Head for Commercial Centers of Ayala Land Inc. (ALI) from 1996 to 1999. She was then a Managing Director of Ayala Corporation and as such, served in various capacities in Ayala Corporation, ALI, 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 and is an accredited lecturer of both ICD and the FINEX Academy.

***Directorship in another publicly listed company:***

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

**Nominees to the Board of Directors for election at the stockholders' meeting**

All the incumbent directors of the Company are being nominated to the Board of Directors except for Mr. Hiroshi Nishimura. Mr. Ronald S. Goseco is being nominated to the Board of Directors.

**RONALD LUIS S. GOSECO**, Filipino, 70, is a retired Ayala Executive with over 30 years business experience in corporate finance, general management, supply chain and strategy. He is a current Trustee of FINEX Foundation, FINEX Academy and the Philippine Air Force Multi Sector Governance Council. He is an Independent Director for AF Payments and PS Bank; Chairman of Guagua National Colleges and Energy Transition Mechanism Philippines Holdings, Inc.; and President of South Luzon Thermal Energy Corp. He graduated from the Philippine Military Academy in 1977 and earned his master's in business administration and international finance from the University of Southern California in 1983.

### **Senior Leadership Team/Key Officers**

Alberto M. de Larrazabal*/**	Chairman
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 Comptroller, Deputy Compliance Officer, Acting Chief Risk Officer and Acting Chief Sustainability Officer
Maria Margarita V. Del Rosario	Chief Human Resources Officer
Anthony Raymond P. Rodriguez	Treasurer
Cherie R. Sasan	Power Business Head
Julien Fournial	Global Head, Sales and Marketing
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

\* Member of the Board of Directors.

\*\* Members of the Management Committee

**ROBERT WILLIAM HEESE**, Canadian, 64, 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 holds a degree in Accounting from Thompson Rivers University, Canada.

**ERIC DE CANDIDO**, French, 51, 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, 41, 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 20 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.

**MARIA MARGARITA V. DEL ROSARIO**, Filipino, 52, 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 more than 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.

**ANTHONY RAYMOND P. RODRIGUEZ**, Filipino, 58, 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.

**CHERIE R. SASAN**, Filipino, 59, joined IMI on May 15, 2017. She previously served as the Head of Design and Development for Power Modules and Embedded Systems before her appointment as Power Devices Business Unit Head on August 24, 2024. She brings more than 36 years of experience in OSAT manufacturing of power devices, complemented by senior leadership roles, including Vice President and COO of iQXPRZ Power Inc. from 2008 to 2016 and over a decade as Vice President of Engineering at Team Pacific Corporation. Earlier in her career, she also served as a college instructor. Ms. Sasan is a licensed Electronics and Communications Engineer and a graduate of the Mapúa Institute of Technology, and she holds an MBA from the Ateneo Graduate School of Business.

**JULIEN FOURNIAL**, French, 44, has been IMI's Global Head for Sales and Marketing since August 2024. Prior to this appointment, he held roles of increasing responsibilities in IMI from Account Manager to Europe Sales Director. Earlier on in his career, he was Area Sales Manager for ADDEV Materials and held the same position at Thermador International. Julien holds a technical degree in business and electrical techniques and a Master's degree in Business Administration and Management from ESC Saint-Etienne, France.

**JOHN VOLTAIRE C. MADRIAGA**, Filipino, 53, 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, Enterprise Information Security 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 (Compliance & Risk Sr. Manager / DPO), Convergys (Operations Manager). He also has extensive experience in IT serving as ICT / MIS manager for other companies. 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 FRANCHETTE M. ACOSTA**, Filipino, 53, has been the Corporate Secretary, Corporate Governance Group Head, Data Protection Officer and Chief Legal Officer of Ayala Corporation since March 12, 2024. She has served as the Company's Compliance Officer since April 26, 2024. She is also the Corporate Secretary of Ayala Land, Inc., AREIT, Inc., ACEN CORPORATION, Globe Telecom, Inc., Integrated Micro-electronics, Inc. and Mynt, Inc. She has been a practicing lawyer for 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. She has been recognized as an expert counsel in leading legal journals and publications such as Chambers Global, Chambers Asia Pacific and Legal 500. For several consecutive years she was named among 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, 43, was elected as Assistant Corporate Secretary of Integrated Micro-Electronics, Inc. in April 2021. She is also the Corporate Secretary or Assistant Corporate Secretary of various companies within the Ayala group, including Corporate Secretary of AC Logistics Holdings Corporation, AC Infrastructures Holdings Corporation, AC Mobility Holdings Incorporated and ACX Holdings Corporation, and Assistant Corporate Secretary of Ayala Corporation, Ayala Foundation, Inc., AC Industrial Technology Holdings, Inc. and Ayala Healthcare Holdings, Inc. 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.

**RIZZA ANNE O. SY**, Filipino, 37, is appointed as Assistant Corporate Secretary of Integrated Micro-Electronics in April 2025. She also holds the position of Corporate Secretary and Assistant Corporate Secretary in other entities within the Ayala Group. Additionally, she serves as a Senior Manager of the Corporate Secretarial Services Division of the Corporate Governance Group at Ayala Corporation. Prior to her current roles, she held the position of Senior Counsel at Ayala Group Legal from February 2018 until December 2022 and served as Manager of the Corporate Governance Group of Ayala Corporation from January 1, 2023 until December 30, 2024. Before joining the Ayala Group, she worked as an associate at SyCip Salazar Hernandez & Gatmaitan from December 2014 until February 2018. She also obtained her Bachelor of Science degree in Legal Management with a minor in Chinese Studies from Ateneo de Manila University in 2009 and completed her Juris Doctor degree at Ateneo Law School in 2014. She was admitted to the Philippine Bar in 2015.