

Profiles of Corporate Secretary and Compliance Officer

2024 - 2025

Corporate Secretary

Eufrocinio C. dela Merced Jr.

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Mr. de la Merced is a lawyer who graduated from San Beda College of Law with a Bachelor of Laws Degree (LL.B.) in November 1983. He was admitted to the Bar in May 1984. He received a Bachelor of Arts degree in Economics, Minor in Statistics, *with Academic Distinction*, also from San Beda College, Manila in 1979.

Mr. de la Merced's work experience includes the following:

- Practicum and training with the Citizens Legal Aid Office (CLAO) in 1983, now referred to as the Public Attorney's Office (PAO)
- Handled Litigation Cases in Civil, Criminal, Special Proceedings, and other cases before different tribunals, non-judicial bodies and the Judicial Bodies from the City/Municipal Courts, Regional Trial Courts, Court of Appeals, and the Supreme Court.
- Attendance in various trainings, courses and seminars for Corporate Secretarial Requirements, Litigation Updates, Corporate Governance, Mandatory Continuing Legal Education and other related courses. Mr. de la Merced attended the online corporate governance seminar conducted by the Institute of Corporate Directors (ICD) on 25 November 2022, from 2:00 PM to 4:00 PM,

with the topic Disruptive Innovation Strategy.

His professional background is as follows:

- Former Legal Assistant/ Legal Counsel of Vitarich Corporation / Sarmiento Group of Companies
- Former AVP – Central Azucarera de Tarlac
Former General Counsel and Corporate Secretary of Luisita Golf and Country Club Inc., Luisita Realty Corporation (now Luisita Land Corporation), CAT Realty Corporation, Luisita Marketing Corporation and Tarlac Distillery Corporation
- Presently the Corporate Secretary of Liberty Insurance Corporation, J.C. Enterprises, Inc., Tarlac Development Corporation, Hacienda Luisita Inc., Jose Cojuangco & Sons. Inc., Jose and Demetria Cojuangco Foundation Inc. and other Jose Cojuangco & Sons/Organizations Affiliates

Mr. de la Merced attended the following online corporate governance seminars conducted by the Institute of Corporate Directors (ICD): (1) 29 November 2024, from 4:00 PM to 6:00 PM, with the topic Who is Responsible for Your Corporate Culture; and (2) 13 December 2024, from 4:00 PM to 6:00 PM with the topic Health Governance: The Value for Strategic Processing.

Compliance Officer

Addison B. Castro

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Addison B. Castro, Filipino, is the Compliance Officer of Liberty Insurance Corporation. He is currently the Assistant Corporate Secretary and Compliance Officer of Central Azucarera de Tarlac. Mr. Castro is also the Corporate Secretary and Compliance Officer of Luisita Golf and Country Club, Inc. He is the Corporate Secretary of Luisita Land Corporation (formerly, Luisita Realty Corporation). He is a practicing lawyer and a Principal Partner of Gatchalian & Castro Law Offices. He was a professor of the Lyceum of the Philippines University, College of Law from 2008 to 2017. He graduated with a degree of Bachelor of Science in Applied Economics at the De La Salle University in 1983. He obtained his Bachelor of Laws degree from the Ateneo de Manila University in 1988.

Mr. Castro attended the following online corporate governance seminars conducted by the Institute of Corporate Directors (ICD):

