

**Ricardo Nicanor N. Jacinto**, 62 years old, was first elected as a non-executive director of the Company on 15 July 2015. On 17 September 2020, he was elected as the Chairman of the Board of the Company, and as the Chairman of the Nomination and Remuneration Committee on 09 November 2020. He is likewise the Chairman of the Board and Independent Director of Maybank Capital, Inc. and Maybank Securities, Inc. He is currently an Independent Director of Metro Retail Stores Group, Inc., Etiqa Life and General Assurance Philippines and Maybank Securities (Thailand) Public Co., Ltd. He was formerly a Managing Director of Ayala Corporation and President & CEO of Habitat for Humanity Philippines. He also served as a director of Manila Water Corporation from 2011-2014. He was formerly a Trustee of the Judicial Reform Initiative and the Institute of Corporate Directors. Mr. Jacinto earned his BS Business Economics magna cum laude from the University of the Philippines and holds a Master's Degree in Business Administration from the Harvard Business School.

**Aylene Y. Sytengco**, 40 years old, was first elected as Vice Chairperson on 17 September 2020 and as Chairman of the Finance and Investment Committee on 09 November 2021. She is also a member of the Executive Committee and the Nomination and Remuneration Committee. She joined the Company as Treasurer in 2008 and has served as its Chief Financial Officer since 2013. She is responsible for the day to day management of the financial affairs of the Corporation which covers accounting, financing & treasury, budget & financial planning and investment management. She was first elected as director of the Company in 2008. She also currently serves as an executive director (Director & Treasurer) of the corporations owned by the Sytengco Family which includes Anesy Holdings Corporation, ADZ On Wheels Corporation, Aneco Philippines Holdings Corporation, Anase Holdings Corporation, Baler Industrial Corporation, Canon Philippines Holdings Corporation, Sytengco Enterprises Corporation, Seren Philippines Corporation and ULife Corporation. She holds a degree in BS Management of Applied Chemistry from the Ateneo De Manila University.

**Necisto Y. Sytengco II**, 39 years old, was first elected as Vice Chairman on 17 September 2020. He is also a member of the following Board Committees: Executive Committee, Corporate Governance and Sustainability Committee, Nomination and Remuneration Committee, and Finance and Investment Committee. He joined the Company as Purchasing Officer in 2008 and was appointed as VP Sales in 2010 and SVP – Marketing Operations in 2015 and Assistant Treasurer on 9 July 2015. He is responsible for planning and implementing sales and marketing programs of the Company. He also currently serves as the Chairman of Anesy Holdings Corporation, and an executive director (Director & Vice President) of the corporations owned by the Sytengco Family which includes Aneco Philippines Holdings Corporation, Berny Philippines Holdings Corporation, Selec Holdings Corporation, Tamni Holdings Corporation, and ULife Corporation. Mr. Necisto Y. Sytengco II has more than 15 years of experience in the distribution and chemical business. He earned his BS Entrepreneurial Management Degree cum laude from the University of Asia and the Pacific.

**Gerry D. Tan**, 57 years old, joined the Company in January 2016 as President & Chief Executive Officer. He was first elected as director of the Company in 2016 and as Chairman of the Executive Committee on 17 September 2020 and a member of the Finance and Investment Committee. Mr. Tan has over 35 years of experience in the chemical distribution industry in the Philippines and the Asia-Pacific region. Prior his appointment in the Company, he was Senior Adviser and General Manager of Bluestar Silicones Asia-Pacific and a board director of Bluestar Silicones Shanghai. He led a successful career spanning key senior positions at Bluestar Silicones Asia-Pacific (2007 – 2015), Rhodia Silicones Asia-Pacific (1998-2007) and Rhone-Poulenc Philippines (1986-1998). Mr. Tan earned his BS Chemistry degree *magna cum laude* from Siliman University and holds a Master's Degree in Business Administration from the Ateneo de Manila University.

**Esmeraldo A. Tepace**, 70 years old, joined the Company in 2004 and has served as its Chief Operating Officer/General Manager since 2004. He was first elected as director of the Company in March 5, 2015 and is also a member of the Executive Committee. On 22 June 2022, Mr. Tepace was elected as member of the Corporate Governance and Sustainability Committee. Prior to joining the Company, he was the Sales & Marketing executive of Baler Industrial Corporation, JY International Marketing Corporation, CAWC, Inc. and Chemphil Manufacturing Corporation. Mr. Tepace has over 40 years of experience in the chemical distribution business in the Philippines. He also currently serves as President of the following corporations owned by the Sytengco Family: ADZ on Wheels Corporation; Aneco Industries Corporation, Baler Industrial Corporation, Sytengco Enterprises Corporation, Seren Philippines Corporation and ULife Corporation. Mr. Tepace graduated from Manuel L Quezon University with a degree on BS Chemical Engineering.

**Lali Y. Sytengco**, 73 years old, joined the Company in 2001 and has since served as the VP for Purchasing. She was first elected as director of the Company and a member of the Executive Committee on 17 September 2020. She is responsible for overall procurement including product sourcing, supplier relationship management and supply chain of the company. She has over 20 years' experience in chemical procurement business. She is a graduate of University of Sto. Tomas, with a degree in BS Medical Technology

**Geocel D. Olanday**, 68 years old, was elected as independent director on 22 June 2018, Lead Independent Director since 22 May 2019 and Chairperson of the Corporate Governance and Sustainability Committee since 22 June 2022. He is also a member of the Audit and Risk Oversight Committee, the Related Party Transactions Committee, the Finance and Investment Committee, and the Nomination and Remuneration Committee. He is a CPA, holds a Masteral degree in Business Administration from the University of the Philippines where he also graduated with a degree of Bachelor of Science in Business Administration and Accountancy.

He is concurrently the CEO and Chief Advisor of Amaris Global Advisory Services (HK) Ltd. (Corporate Restructuring, Business Development & Financial Advisory; Transportation, Real Estate, ICT, etc.), one of the most active and effective teaching fellows of the Institute of Corporate Directors, where until recently he also served as a member of the Board of Trustees. His past engagements include being a director of the Board of Mindoro Resources Ltd (a TSX- V listed junior mining company) and several subsidiaries of the Villar Group Real Estate businesses (Camella, Brittany, Crown Asia, Star Mall, Golden Haven, MGS Construction, Primewater, Planet Cable (now part of the Streamtech group), Vitacare Hospital JV, Metro Express Transportation, Environet Pest Control, Globalland Property Management, etc.), furthermore, he previously was a non-executive director of the board of Star 8 Green Technology Corporation (developer, manufacturer, and distributor of Solar E-Vehicles). Mr. Olanday has over 40 years of work experience in senior executive positions in General Management, Finance, Marketing and Strategy & Business Development in various companies which include among others: Citibank NA, Unilever Philippines, Baxter Healthcare Corporation, the Villar Group of Companies as well as Moldex Realty Corporation and Greenfield Development Corporation. His advocacies include stints as COO of Habitat for Humanity, and President of i-Home Foundation Inc – both of which are Poverty and Socialized Housing NGOs.

**Roberto F. Anonas, Jr.**, 68 years old, was elected as independent director on 9 October 2017 and is the Chairperson of the Related Party Transaction Committee since 22 June 2022. He is also a member of the Audit and Risk Oversight Committee, the Corporate Governance and Sustainability Committee, and the Finance and Investment Committee. He is currently Director and General Manager at Fuji Haya Electric Corporation, an electrical engineering manufacturing company. He is also member of the boards Fuji Haya International Corporation and Accubend, Inc. He holds a Master's Degree in Business Administration from IMEDE, a Management Development Institute under the University of Lausanne, Switzerland. He is currently a member of the faculty of the University of Asia and the Pacific, School of Management as Head of the New Business Ventures Module in the Entrepreneurial Management Program. He has had extensive banking and telecommunications experience having held Senior Management and Executive positions in PLDT, PCI Capital Corporation and Philippine Commercial Capital, Inc. He was formerly an Independent Director at Macay Holdings, Inc.

**Helen T. De Guzman**, 65 years old, was first elected as independent director of SBS Philippines Corporation on 22 May 2019 and is the Chairperson of the Audit and Risk Oversight Committee and a member of the Related Party Transactions Committee and the Corporate Governance and Sustainability Committee. Helen holds an Executive Master's degree in Business Administration (EMBA) dean's list from the Asian Institute of Management. She likewise obtained a certificate program on "Women on Boards: Succeeding as a Corporate Director" from the Harvard Business School. She is a certified public accountant, certified internal auditor and has global certification on risk management assurance. Currently, she is the independent member of the Audit Committee of the Peace and Equity Foundation Inc., independent director of Etiqa Life and General Assurance Philippines, Treasurer of Couples for Christ Global Mission Foundation, Inc. and a teaching Fellow of the Institute of Corporate Directors Philippines. Previously she held directorship positions in Miescor Builders, Inc., Customer Frontline Solutions, Inc., and the Philippine Institute of Certified Public Accountants, Institute of Internal Auditors - Philippines, and the Asian Confederation of Institutes of Internal Auditors. Helen is a former chief audit executive and external auditor. In addition, she has held senior management positions in various companies such as the Metro, Inc., Computer Information System, Inc. and the Manila Electric Company.

**Christine P. Base**, 52 years old, was appointed as Corporate Secretary of the Company in January 2017. Atty. C. P. Base is a senior partner of Pacis & Reyes Law offices and is both a lawyer and CPA by profession. She obtained her J.D. degree from the Ateneo De Manila University. She also serves as corporate secretary and director of Itaipinas Development Corporation and Anchor Land Holdings, Inc. and other private companies. She also serves as the corporate secretary for SL Agritech Corporation, Ever Gotesco Resources and Holdings, Inc., Asiasec Equities, Inc., and Araneta Properties, Inc.

**Aileen Lou G. Codamon**, 43 years old, joined the Company in 2020 and was appointed as Assistant Vice President – Controller on 17 September 2020. Before joining SBS, Aileen held the position of AVP-Finance at Gigawatt Power Inc. Her previous roles include Manager for Financial Planning Analysis at Solaire Resort and Casino, as well as Finance Manager at World Citi Group and Crowne Plaza Manila Galleria. She is a Certified Public Accountant, and holds advanced studies in Master in Business Administration with the De La Salle University's Graduate School of Business.

**Emerson P. Paulino**, 43 years old, was appointed as Chief Risk Officer and Chief Audit Executive on 10 August 2021. He joined the Company in 2016 as the Internal Auditor. He pioneered the formation of the Internal Audit Department – establishing the Internal Audit plan, program and risk profile for audit. Mr. Paulino is a certified public accountant (CPA) and a certified internal auditor (CIA). He has over 20 years of experience (including supervisory and managerial level) in Internal Audit in areas of manufacturing, IT, project management, finance (SOX), sales and administration. His professional work experience also extends to SAP security and IT audit involving multinational firms and conglomerate businesses. In 2018 up to 2020, he led the implementation of ERP project of the Company as its Project Manager. He was a part time professor of Accounting and Audit subjects from 2016 to 2018 in the Immaculate Heart of Mary College in Paranaque. Mr. Paulino completed his Bachelor of Science in Accountancy from the University of Perpetual Help; and also in Philippine School of Business Administration Manila (PSBA Manila) in his first two collegiate years.

**Monina Jane S. Nazal**, 44 years old, was appointed as Chief Compliance Officer and Corporate Information Officer on 03 July 2023. She also served as the Assistant Vice President for Legal Governance and Corporate Social Services of Clark International Airport. She earned her Bachelor's Degree in Law at the Arellano University School of Law, and Bachelor of Arts Major in Political Science at the De La Salle University. She is currently a Senior Associate at Pacis and Reyes, Attorneys. She was a director of Itapinas Development Corporation from 2020 to 2021. She is also a director and/or corporate secretary for several private corporations.

**Sabrina Adamelle Poon-Sytengco**, 39 years old, is the Investor Relations Officer of the Company since 1 January 2017. Prior to her joining the Company, Ms. Poon previously worked as Program Officer in the Office of the Presidential Adviser on the Peace Process. She holds a Bachelors of Arts degree in International Studies, Major in International Relations from Miriam College and continuing education units in Women and Gender Studies from University of Delaware.

**Jose Ma. Jason J. Francisco**, 37 years old, was appointed as Data Privacy Officer on 25 June 2021. He is a lawyer with a Bachelor of Laws degree and a Bachelor of Arts in Legal Management. Presently, he serves as the Acting Managing Partner at Acuña† Francisco and Mendoza Law (AFM Law), overseeing AFM Law's corporate, litigation, and data privacy practice. Assuming a managerial role, he takes on responsibilities that encompass guiding legal practice areas, overseeing day-to-day operations, and ensuring the successful implementation of business strategies.

