

2025 PROFILE OF CORPORATE GOVERNANCE AND SUSTAINABILITY COMMITTEE MEMBERS

Geocel D. Olanday, Filipino, 70 years old, Independent Director of SBS Philippines Corporation since 2018. Mr. Olanday serves Lead Independent Director of the Company since 2019 and as Chairman of the Corporate Governance & Sustainability Committee since 2022. He is a member of the Audit & Risk Oversight, the Related Party Transactions, the Finance & Investment, and Nomination & Remuneration Committees of the Board. He also is an Independent Director of PSE listed commercial bank, Philippine National Bank. Mr. Olanday currently serves as the Chief Executive Officer and Chief Advisor of Amaris Global Advisory Services (HK) Ltd. and sits in the Board of i-Home Foundation, Inc. He is also a Teaching Fellow at the Institute of Corporate Directors. He previously was a member of the Board of Mindoro Resources Ltd (a TSX- V listed junior mining company), real estate businesses of the Villar Group of Companies and Star 8 Green Technology Corporation, makers and distributors of solar e-vehicles. He has over 40 years of extensive business experience in the area of strategic marketing and advertising, finance, business development, and restructuring, having held senior executive positions in Citibank NA Manila Branch, Unilever Philippines, Baxter Healthcare Corporation, the Villar Group of Companies, Moldex Realty Corporation and Greenfield Development Corporation. He is a Certified Public Accountant and holds a Masteral degree in Business Administration from the University of the Philippines where he also obtained his Bachelor of Science in Business Administration and Accountancy.

Necisto Y. Sytengco II, Filipino, 41 years old, Executive Director of SBS Philippines Corporation since 2010. He is the Vice Chairman of the Company since 2020 and a member of the Executive, Corporate Governance & Sustainability, Nomination & Remuneration, and Finance & Investment Committees of the Board. He started in the Company as Purchasing Officer in 2008, became its VP Sales in 2010 and SVP - Marketing Operations in 2015. He is appointed as Chief Operating Officer on June 27, 2025. He is concurrently the Assistant Treasurer. He also currently serves as an executive director of the Company's various affiliates. 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.

Roberto F. Anonas, Jr., Filipino, 70 years old, is an Independent Director of SBS Philippines Corporation since 2017. On June 27, 2025, he was appointed as the new Lead Independent Director. He is the Chairperson of the Related Party Transaction Committee since 2022 and is also a member of the Nomination and Remuneration Committee, Audit and Risk Oversight, the Corporate Governance & Sustainability, and Finance & Investment Committees of the Board. He was formerly an Independent Director at Macay Holdings, Inc. and currently serves on the Boards of Fuji Haya Electric Corporation and Fuji Haya International Corporation and its group of companies. He also sits on the Boards of Pentarch Stalwark Builders, Inc., Accubend, Inc., Kendo Marketing, Inc. and RDA Holdings Inc. Mr. Anonas 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 extensive experience in the field of investment banking and finance, having held senior executive posts in PLDT, PCI Capital Corporation and Philippine Commercial Capital, Inc.

Esmeraldo A. Tepace, Filipino, 73 years old, Executive Directors of SBS Philippines Corporation since 2015. Mr. Tepace joined the Company in 2004 and has served as its Chief Operating Officer/General Manager since 2004. In June 27, 2025, he was appointed as Chief Compliance Officer. He is an executive director of the Company since March 5, 2015 and a member of the Executive Committee and Corporate Governance & 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 concurrently is an executive director of some of the Company's affiliates. Mr. Tepace is a member & Past President of Rotary Club of River City Marikina and Past Asst. Governor of Rotary District 3800. He earned his BS Chemical Engineering degree from Manuel L Quezon University.

Helen T. De Guzman, Filipino, 68 years old, Independent Director of SBS Philippines Corporation since 2019. Ms. De Guzman is concurrently the Chairperson of the Audit and Risk Oversight Committee and a member of the Related Party Transactions and the Corporate Governance & Sustainability Committees of the Board. She also serves as an Independent Member of the Audit Committee of the Peace and Equity Foundation Inc. since 2020. Ms. De Guzman is currently the Treasurer of Couples for Christ Global Mission Foundation, Inc. since 2021. She has extensive years of experience on financial management, external auditing, managing risk-based internal audit activities and overseeing accounting, tax management and risk management functions. She has held various 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. Ms. De Guzman is a seasoned chief audit executive and has held in senior executive positions in comptrollership, treasury operations and general management in various companies, which include Metro, Inc., Computer Information System, Inc. and the Manila Electric Company. Ms. De Guzman holds an Executive Master's degree in Business Administration (EMBA) from the Asian Institute of Management. She likewise earned a certificate of specialization on "Women on Boards: Succeeding as a Corporate Director" from the Harvard Business School. Ms. De Guzman is a certified public accountant, certified internal auditor and has global certification on risk management assurance.