

2025 PROFILE OF EXECUTIVE COMMITTEE MEMBERS

Gerry D. Tan, 59 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.

Aylene Y. Sytengco, Filipino, 42 years old, Executive Director of SBS Philippines Corporation since 2008. She is the Company's Vice Chairperson of the Board and Chairman of its Finance and Investment Committee since 2020. She is also a member of the Executive Committee and the Nomination and Remuneration Committee. Concurrently, she is the Company's Treasurer since 2008 and Chief Financial Officer from 2013 to 2025. She also currently serves as an executive director of the Company's various affiliates. She holds a degree in BS Management of Applied Chemistry from the Ateneo De Manila University and completed her executive education from Stanford Graduate School of Business.

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.

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.

Lali Y. Sytengco, 75 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.