

## 2025 PROFILE OF NOMINATION AND REMUNERATION COMMITTEE MEMBERS

**Ricardo Nicanor N. Jacinto**, Filipino, 65 years old, Non-Executive Director of the SBS Philippines Corporation since 2015. He is Chairman of SBS Philippines Corporation since 2020 and concurrently the Chairman of Nomination and Remuneration Committee. He also is the Board Chairman of Maybank Capital, Inc. and Maybank Securities, Inc., a position he has held since 2020, a non-executive Director of PSE listed company, Metro Retail Stores Group, Inc. since 2023 (formerly an independent director from 2015-2023), an independent director of Maybank Securities (Thailand) Public Co., Ltd. since August 2021 and Etiqa Life and General Assurance Philippines since 2019. He was formerly a Managing Director of Ayala Corporation at the time of his retirement in 2011 and a director of Manila Water Corporation from 2011-2014. He also served in various civic boards as President & CEO of Habitat for Humanity Philippines from 2010 to 2012, as a member of the Board of Trustees of the Judicial Reform Initiative, and of the Institute of Corporate Directors from 2013-2017. 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**, 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.

**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.

**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.

