

SBS PHILIPPINES CORPORATION BOARD OF DIRECTORS AND OFFICERS' PROFILE

Ricardo Nicanor N. Jacinto, Filipino, 65 years old, Non-Executive Director of the SBS Philippines Corporation since 2015. He has been Chairman of SBS Philippines Corporation since 2020 and concurrently the Chairman of the 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. Furthermore, he is an Independent Director of Torre Lorenzo Development Corporation and a Non-Executive Director of SBS Holdings and Enterprise Corporation. 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 to 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 to 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 has been 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 has been 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 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 has been 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 was 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.

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 to 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, Filipino, 73 years old, Executive Director 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 until 2025. He served as the Chief Compliance Officer of the company from June 27, 2025 until May 12, 2026 when he was appointed by the board as the EVP for Regulatory and Corporate Affairs. He has been 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 is concurrently an executive director of some of the Company's affiliates. Mr. Tepace is a member & Past President of the Rotary Club of River City Marikina and a Past Assistant. 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 the supply chain of the company. She has over 20 years of experience in the chemical

procurement business. She is a graduate of the University of Sto. Tomas and holds a degree in BS Medical Technology.

Helen T. De Guzman, Filipino, 68 years old, Independent Director of SBS Philippines Corporation since 2019 and was appointed as the Lead Independent Director on June 26, 2026. Ms. De Guzman is concurrently the Chairperson of the Audit and Risk Oversight Committee and a member of the Related Party Transactions, Nomination and Remuneration Committee, 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 has been the Treasurer of Couples for Christ Global Mission Foundation, Inc. since 2021. She has extensive years of experience in 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, the 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 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 in "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 a global certification in risk management assurance.

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 until June 2025, 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 is also an Independent Director of the 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 on 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 Master's degree in Business Administration from the University of the Philippines, where he also obtained his Bachelor of Science in Business Administration and Accountancy.

Nestor L. Felicio, 64, was elected as Independent Director of the company on June 26, 2026. He is the Chairman of Related Party Transaction Committee, and a member of Audit and Risk Oversight Committee, Corporate Governance and Sustainability Committee, and Finance and Investment Committee of the board. He has been a Senior Consultant of the Asian Development Bank since 2021. Mr. Felicio has over 40 years of experience in Philippine and international supply chain management and technical management operations. He previously held senior executive posts as Corporate Vice President at United Laboratories from 2005 to 2020, Director of Operations at SC Johnson & Son, Inc. for the Philippines, Vietnam, and ASEAN from 1999 to 2005, and senior management roles at Unilever Philippines from 1984 to 1999. He is currently a member of the Supply Chain Leaders Advisory Council of the Supply Chain Management Association of the Philippines (SCMAP). He holds an MITx Micromasters Credential in Supply Chain Management from the Massachusetts Institute of Technology and was the topnotcher in the Chemical Engineering Board Examination in 1984. He completed his degree in BS in Chemical Engineering, Magna Cum Laude, from the University of the Philippines.

Christine P. Base, 55 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 a CPA by profession. She obtained her J.D. degree from Ateneo De Manila University. She also serves as corporate secretary and director of Italphinas Development Corporation, 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, Filipino, 45 years old, has been serving as the Chief Financial Officer and Chief Risk Officer of SBS Philippines Corporation since June 27, 2025. She joined the company in February 2020 and was formally appointed Assistant Vice President - Controller in September 2020 before progressing to her current roles. Prior to joining SBS, Ms. Codamon served as AVP - Finance at Gigawatt Power Inc. She has also held various key finance roles at Solaire Resort and Casino, World Citi Group, and Crowne Plaza Manila Galleria. She is a Certified Public Accountant and holds advanced studies in the Master of Business Administration program at the Graduate School of Business of De La Salle University.

Emerson P. Paulino, Filipino, 45 years old, has been the Chief Audit Executive of SBS Philippines Corporation since August 2021. He joined the Company in 2016 as the Internal Auditor and organized the Internal Audit Department, and set up a risk-based internal audit plan. Mr. Paulino is a certified public accountant (CPA) and a certified internal auditor (CIA) with over 20 years of experience in internal auditing or related finance roles in the 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. From 2018 to 2020, he was the project manager for the ERP project implementation of the Company. Mr. Paulino earned his Bachelor of Science in Accountancy from the University of Perpetual Help and the Philippine School of Business Administration Manila (PSBA Manila).

Monina Jane S. Nazal, 46 years old, was appointed as the Chief Compliance Officer and Corporate Information Officer of the company on 03 July 2023. She was re-appointed as the Chief Compliance Officer in 2024 and was subsequently appointed as the Corporate Information Officer on 27 June 2025. On May 12, 2026, she was duly appointed by the board as the Chief Compliance Officer. 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 De La Salle University. She is currently a Senior Associate at Pacis and Reyes, Attorneys. She was a director of Italphinas Development Corporation from 2020 to 2021. She is also a director and/or corporate secretary for several private corporations.

Sabrina Adamelle Poon-Sytengco, Filipino, 41 years old, has been the Investor Relations Officer of the Company since January 2017. Prior to her joining the Company, Ms. Poon previously worked as a Program Officer in the Office of the Presidential Adviser on the Peace Process. She holds a Bachelor of Arts degree in International Studies, Major in International Relations from Miriam College, and continuing education units in Women and Gender Studies from the University of Delaware.

Jose Ma. Jason J. Francisco, Filipino, 39 years old, is the Data Privacy Officer (DPO) of the Company. He received his DPO Certification from the University of Asia Pacific in 2023. He is a member of the Philippine Bar and holds Bachelor's degrees in Law and in Legal Management from Far Eastern University and University of Santo Thomas. He is the Managing Partner of Mendoza and Francisco Law.