

2026 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 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.

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.

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.