

2026 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 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 Etika 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.

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.

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.