



EURO-MED LABORATORIES PHIL., INC.
THE BOARD OF DIRECTORS
AS OF 18 JUNE 2025

BOARD OF DIRECTORS :

Dr. William G. Padolina (Independent Director)

Mr. Edwin D. Feist (Independent Director)

Esperanza I. Cabral, M.D. (Independent Director)

Mr. Basilio C. Yap

Dr. Johnny C. Yap

Mrs. Georgiana S. Evidente

Evangeline V. Baviera, M.D.

Mr. Benjamin C. Yap

Dr. Enrique Y. Yap, Jr.

Mr. Anthony Joseph Y. Gaw

BOARD OF DIRECTORS :

DR. WILLIAM G. PADOLINA
Chairman of the Board/Independent Director
Director since 1999

Dr. William G. Padolina, a married Filipino, graduated magna cum laude from the University of the Philippines, Los Baños with the degree of Bachelor of Science in Agricultural Chemistry in 1968. Subsequently as a Fulbright-Hays Scholar, he obtained his Ph.D in Botany/Phytochemistry in 1973 from the University of Texas at Austin. Upon his return from studies abroad, he continued teaching at the Institute of Chemistry, University of the Philippines Los Baños where he became a full Professor of Chemistry in 1987. He was a Consultant for Euro-Med Laboratories Phil., Inc. from 1990 to 1992. Dr. Padolina was appointed as an Undersecretary, Acting Secretary and Secretary of Department of Science and Technology from September 1992 to January 1999. Currently, he is a Senior Advisor at the International Rice Research Institute in Los Baños, Laguna. He was first appointed Chairman of the Board of Euro-Med Laboratories Phil., Inc. on 17 May 2010 and is still the incumbent Chairman of the Board of the Company, He is currently a Senior Fellow at the Southeast Asian Center for Graduate Study and Research in Agriculture. He was elected President of the National Academy of Science and Technology, Philippines in October 2012 for a term of three years. Dr. Padolina has attended various trainings on Corporate Governance in the past 5 years, the most recent of which is the Advanced Corporate Governance Training conducted by the Institute of Corporate Directors (ICD) held last November 12, 2022.

MR. EDWIN D. FEIST
Independent Director
Director since 2010

Mr. Edwin D. Feist, a married Australian, has over 42 years of international experience in the health care industry working in 3 continents: North America, Asia, Australia and New Zealand. Starting out as a sales representative, Mr. Feist progressed to senior executive positions responsible for international markets with Bristol Myers Squibb-Mead Johnson and Abbott Laboratories. He joined Abbott in November 1994 as President and General Manager of Abbott Philippines and is credited with growing and transforming Abbott's business in the Philippines from a predominantly hospital focused business to a diversified business with pediatric and medical nutrition in the Philippines, Australia, New Zealand and other Asian countries. Prior to Abbott, Mr. Feist held several executive management positions with Bristol Myers-Squibb-Mead Johnson including: Division Manager Pharmaceutical-Nutrition Division, Australia, Vice President Marketing, Bristol Myers Philippines; President and General Manager, Mead Johnson Philippines; Vice President Business Development, Mead Johnson Latin America. As an industry leader, Mr. Feist was President of the Pharmaceutical and Health Care Association of the Philippines (PHAP) for eight consecutive years and also a three-year director of the American Chamber of Commerce in the Philippines. He is currently President of the American Chamber Foundation (2006 to present) and a past member of the Board of American Chamber of the Philippines. He has attended various trainings on Corporate Governance in the past 5 years, the most recent of which is the Advanced Corporate Governance Training conducted by the Institute of Corporate Directors (ICD) held last November 12, 2022.

ESPERANZA I. CABRAL, M.D.
Independent Director

Esperanza Alcantara Icasas-Cabral, Filipino, graduated from the UP College of Medicine and completed her training in Internal Medicine, Cardiology and Clinical Pharmacology at the Philippine General Hospital, Harvard Medical School and Massachusetts General Hospital. She was Associate Professor at the Departments of Medicine and Pharmacology of the UPCM, Director of the Philippine Heart Center, Chief of Cardiology of Asian Hospital and Medical Center, President of the Philippine College of Physicians, the Philippine Heart Association and the Philippine Society of Hypertension. She served as Secretary of Social Welfare and Development and Secretary of Health. Dr. Cabral is

certified in U.S. ECFMG and Philippine Board of Medical Examiners. She is currently an Independent Director at Manila Bulletin Publishing Corp. since July 08, 2010. Dra. Cabral was elected Director of Euro-Med on 28 June 2017. She has attended various trainings on Corporate Governance in the past 5 years, the most recent of which is the Advanced Corporate Governance Training conducted by the Institute of Corporate Directors (ICD) held last November 12, 2022.

MR. BASILIO C. YAP
Vice Chairman/Director
Director since 2014

Mr. Basilio C. Yap, Filipino, graduated from De La Salle University with the degree of Bachelor of Science in Commerce major in Accounting, graduated Cum Laude in 1972, a Certified Public Accountant and Asian Institute of Management with the degree of Masters in Business Management in 1977. He has held the position of Assistant Vice President in Bank of America up to 1985. He is currently the Chairman, President and a Director of U.S. Automotive Co. Inc., Usautoco Inc., Philtrust Realty Corporation, Manila Prince Hotel, Cocusphil Development Corporation, U. N. Properties Development Corporation and Seebreeze Enterprises, Inc.; the Vice Chairman and Director of Philtrust Bank; and Director of Manila Hotel Corporation. Mr. Yap was elected as Director of Euro-Med on its last Shareholders Meeting, 18 June 2014. He has attended various trainings on Corporate Governance in the past 5 years, the most recent of which is the Advanced Corporate Governance Training conducted by the Institute of Corporate Directors (ICD) held last November 12, 2022.

DR. JOHNNY C. YAP
Vice Chairman, Director, Executive Vice President, Treasurer and Asst. Corp. Secretary
Director since 1994

Johnny C. Yap, a single Filipino, graduated from De La Salle University in 1993 with the degree of Bachelor of Science in Management of Financial Institutions. He was consistently in the Dean's List and was awarded Best in Thesis for his work, "Derivation of the Security of the Market Line". He joined the Company in 1993 and subsequently became a Director, Assistant Treasurer and Assistant Corporate Secretary. At present, he is a Director and the Treasurer of the Company. He is also the Director and Chief Financial Officer of Centro Escolar University (CEU). In January 01, 2009, he was promoted to Executive Vice President of Euro-Med Laboratories Phil., Inc. On March 21, 2010, Foundation University, Dumaguete conferred upon him the degree of Doctor of Humanities. He is currently the Chairman of the Board of CafeFrance Corp., a wholly owned subsidiary of Euro-Med Laboratories Phil., Inc. He served as Director of Philtrust Bank from April 25, 2012 until April 26, 2016. He is currently the Chairman of the Board of CafeFrance Corp., a wholly owned subsidiary of Euro-Med Laboratories Phil., Inc. Dr. Yap has attended various trainings on Corporate Governance in the past 5 years, the most recent of which is the Advanced Corporate Governance Training conducted by the Institute of Corporate Directors (ICD) held last November 12, 2022.

MRS. GEORGIANA S. EVIDENTE
Director and President
Director since 1993

Mrs. Georgiana S. Evidente, a married Filipino, holds a degree of Bachelor of Arts in Communication Arts from Maryknoll College in Quezon City. She joined the Company in 1990 and assisted in the completion of the Cavite plant. In 1991, she was promoted to Vice President and was responsible for setting up the nationwide marketing and distribution network of the Company. Through her management and marketing efforts, Euro-Med's domestic sales grew to what it is today and export sales were developed. She is the President and Chief Executive Officer of the Company and has over 20 years of marketing and management experience. Mrs. Evidente was elected Director of Euro-Med in 1993 to present. She has attended various trainings on Corporate Governance in the past 5 years, the most recent of which is the Advanced Corporate Governance Training conducted by the Institute of Corporate Directors (ICD) held last November 12, 2022.

EVANGELINE V. BAVIERA, M.D.
Director and Executive Vice President
Director since 1996

Dr. Evangeline V. Baviera, a married Filipino, graduated in 1976 from the University of the Philippines with the degree of Bachelor of Science in Pre-Medicine. She completed her course in Medicine at the University of the East Ramon Magsaysay Memorial Medical Center in 1980. After graduation, she took her specialization in Pediatrics in the hospital of the same university. In 1986, she became a faculty member of the Department of Pharmacology. She served as a consultant to the Bureau of Food and Drugs from 1988 to 1990. She was the Chairman of the Department of Pharmacology, De La Salle University Health Science Campus in Dasmariñas, Cavite from 1990 to 1992. In 1990, she joined Euro-Med as a medical consultant and subsequently became the Medical Director. She was promoted to Vice President in 1992 and Senior Vice President in 1997. She became a Director in 1996. Dr. Baviera is the head of all plant operations. She was promoted to Executive Vice President in 2004. She has attended various trainings on Corporate Governance in the past 5 years, the most recent of which is the Advanced Corporate Governance Training conducted by the Institute of Corporate Directors (ICD) held last November 12, 2022.

MR. BENJAMIN C. YAP
Director
Director since 2016

Mr. Benjamin C. Yap, Filipino, graduated from the University of the East with a Bachelor's Degree in Business Administration. Currently, Mr. Yap is the Chairman of the Board of Benjamin Favored Son, Inc. and House of Refuge Foundation. He is a Director of USAUTOOCO Inc., Manila Hotel Corporation and Centro Escolar University. Mr. Yap was elected Director of Euro-Med on 15 June 2016. He has attended various trainings on Corporate Governance in the past 5 years, the most recent of which is the Advanced Corporate Governance Training conducted by the Institute of Corporate Directors (ICD) held last November 12, 2022.

DR. ENRIQUE Y. YAP, JR.
Director
Director since 2020

Dr. Enrique Y. Yap, Jr., is a Director and Vice President of Business Development at Manila Bulletin Publishing Corp. He is also the Executive Vice President and Director of Manila Hotel Corporation and the CEO and President of Tim Hortons Philippines, Inc. He is one of the recipients of the Ten Outstanding Manilans conferred by the Hon. Alfredo S. Lim (Former Mayor of the City of Manila) and is likewise a member of the Rotary Club of Manila. He holds a Doctorate degree in Business Administration (Honoris Causa) from the Polytechnic University of the Philippines. He is additionally a Director of U.S. Automotive Co., Inc., USAUTOOCO, Inc., U.N. Properties Development Corporation, Manila Prince Hotel Corporation, Phil-Progress Securities Corporation, Philtrust Realty Corporation, and Centro Escolar Las Piñas, Inc. He was elected Director of Euro-Med last 14 August 2020. Dr. Yap has attended trainings on Corporate Governance in the past 2 years, the most recent of which is the Advanced Corporate Governance Training conducted by the Institute of Corporate Directors (ICD) held last November 12, 2022.

MR. ANTHONY JOSEPH Y. GAW
Director

Anthony Joseph Y. Gaw, Filipino, graduated with a Bachelor's Degree in Business Administration from the International Academy of Management and Economics in 2008. He also obtained his Master's degree in Business Management from the same institution in 2012. He is currently the President of Goldclass Inc. At present he is serving as a private PA rifleman at the Service Company Headquarters, 402nd IBFTR CDC at Camp Riego de Dios, Cavite. He was elected Director of Euro-Med last 16 June

2021. He attended an Advanced Corporate Governance Training conducted by the Institute of Corporate Directors (ICD) last November 12, 2022.

**ATTENDANCE OF DIRECTORS TO BOARD MEETINGS
(AS OF 18 JUNE 2025)**

Board	Name	Regular & Organizational Board Meetings from 19 June 2024 to 18 June 2025	No. of Meetings Attended	%
Board Chairman/Independent	Dr. William G. Padolina	12	12	100%
Board Vice-Chairman/Independent	Mr. Edwin D. Feist	12	12	100%
Board Vice-Chairman/Member	Mr. Basilio C. Yap	12	12	100%
Board Member/Independent	Esperanza I. Cabral, M.D.	12	12	100%
Board Member	Mr. Johnny C. Yap	12	12	100%
Board Member	Mrs. Georgiana S. Evidente	12	10	83%
Board Member	Evangeline V. Baviera, M.D.	12	9	75%
Board Member	Mr. Benjamin C. Yap	12	12	100%
Board Member	Dr. Enrique Y. Yap, Jr.	12	10	83%
Board Member	Mr. Anthony Joseph Y. Gaw	12	12	100%

Board Meeting Dates (from 19 June 2024 to 18 June 2025)	Meeting Type
June 19, 2024	Organizational Meeting
July 30, 2024	Regular Board Meeting
August 20, 2024	Regular Board Meeting
September 24, 2024	Regular Board Meeting
October 29, 2024	Regular Board Meeting
November 26, 2024	Regular Board Meeting
December 17, 2024	Regular Board Meeting
January 28, 2025	Regular Board Meeting
February 25, 2025	Regular Board Meeting
March 25, 2025	Regular Board Meeting
April 29, 2025	Regular Board Meeting
May 27, 2025	Regular Board Meeting
June 18, 2025	Organizational Meeting

Annual Stockholders Meeting 18 June 2025 Board Attendees	Name
Board Chairman/Independent	Dr. William G. Padolina
Board Vice-Chairman/Independent	Mr. Edwin D. Feist
Board Vice-Chairman/Member	Mr. Basilio C. Yap
Board Member/Independent	Esperanza I. Cabral, M.D.
Board Member	Mr. Johnny C. Yap
Board Member	Mrs. Georgiana S. Evidente
Board Member	Evangeline V. Baviera, M.D.
Board Member	Mr. Benjamin C. Yap
Board Member	Dr. Enrique Y. Yap, Jr.
Board Member	Mr. Anthony Joseph Y. Gaw

Non-Executive Director Meeting - 28 January 2025 Attendees	Name
Member/Independent	Esperanza I. Cabral, M.D.
Director	Mr. Benjamin C. Yap
Director	Mr. Anthony Joseph Y. Gaw
Director	Dr. Enrique Y. Yap, Jr.

SHAREHOLDINGS OF AND TRADING OF COMPANY SHARES BY THE BOARD

Board	Shareholdings as of start of Fiscal Year	Acquisitions	Disposal	Shareholdings as of end of Fiscal Year
Dr. William G. Padolina	20,564	0	0	20,564
Mr. Edwin D. Feist	11,607	0	0	11,607
Mr. Basilio C. Yap	20,564	0	0	20,564
Esperanza I. Cabral, M.D.	1,000	0	0	1,000
Mr. Johnny C. Yap	36,980,720	0	0	36,980,720
Mrs. Georgiana S. Evidente	1,285,052	0	0	1,285,052
Evangeline V. Baviera, M.D.	41,645	0	0	41,645
Mr. Benjamin C. Yap	1,000	0	0	1,000
Dr. Enrique Y. Yap	14,505	0	0	14,505
Mr. Anthony Joseph Y. Gaw	586,617	0	0	586,617