

EURO-MED LABORATORIES PHIL., INC.
THE BOARD OF DIRECTORS
AS OF 17 JUNE 2026

BOARD OF DIRECTORS :

Dr. William G. Padolina

Atty. Salvador C. Medialdea (Independent Director)

Dr. Emil Q. Javier (Independent Director)

Raymundo W. Lo, M.D. (Independent Director)

Mr. Basilio C. Yap

Dr. Johnny C. Yap

Mrs. Georgiana S. Evidente

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.

ATTY. SALVADOR C. MEDIALDEA
Independent Director
Director since 2026

Atty. Salvador Campo Medialdea is a Filipino lawyer and former government official. He served as the Executive Secretary from 2016 to 2022 in the administration of President Rodrigo Duterte. He previously served as Presidential Assistant for Political Affairs and president of the National Livelihood Development Corporation under President Joseph Estrada.

He received his BS Commerce Major in Management from Colegio de San Juan de Letran in 1972 and his law degree from San Beda College of Law in 1976. He passed the bar exams the following year.

Medialdea began his legal career as a senior associate at ACCRA Law Offices. He then worked as a partner at Pecabar Law Offices before becoming a managing partner at Medialdea Ata Bello Guevarra Suarez Law Firm (MABGS).

From 1998 to 2000, he served as chairman of the Northern Foods Corporation based in Sarrat, Ilocos Norte. He began work in government in 1998 at the Livelihood Corporation (now National Livelihood Development Corporation). He became a member of the board of trustees and administrator of the government-owned corporation while also serving as chairman of the Guarantee Fund for Small and Medium Enterprises. In 2000, he was appointed by Estrada as presidential assistant for political affairs.

Medialdea still serves as partner at the MABGS law firm. He is also director for Manchester International Holdings and Accette Insurance. He also served briefly as bar examiner for the Supreme Court in 2006.

DR. EMIL Q. JAVIER
Independent Director
Director since 2026

Dr. Emil Q. Javier is a Filipino plant geneticist and agronomist best known for having served as the 17th President of the University of the Philippines between 1993 and 1999. He was conferred the rank of National Scientist of the Philippines for contributions in Agriculture in August 2019.

He holds a degree of M.S. Agronomy from the University of Illinois and earned his Ph.D. in Plant Breeding and Genetics from Cornell University, his master's degree from the University of Illinois at Urbana-Champaign and bachelor's degree from the University of the Philippines College of Agriculture (now the University of the Philippines Los Baños) graduated Cum Laude.

Dr. Javier served as President of the University of the Philippines System from 1993 to 1999. His administration oversaw the creation of the UP Open University and UP Mindanao, as well as the formal institutionalization of the Ugnayan ng Pahinungod volunteer service program. He likewise advanced the university's biotechnology efforts by consolidating them into the National Institutes of Molecular Biology and Biotechnology (NIMBB), a multi-campus network spanning major UP constituent universities.

He is currently the Chairman of the University's Audit Committee and a member of the Nomination Committee. He is a Trustee of the Asia Rice Foundation, Head Advisor of the Biotech Coalition of the Philippines and Academician of the National Academy of Science and Technology (Phil.) He is likewise a Board Member of the International Service for the Acquisition of Agri-Biotech Applications (South East Asia Center), and Nutrition Center of the Philippines. He is also an Independent Director of Centro Escolar University Hospital, Inc. and an Independent Director of Del Monte Pacific Ltd. and Member, Advisory Committee of Japan International Cooperation Agency (JICA) Philippines.

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.

RAYMUNDO W. LO, M.D.
Independent Director
Director since 2026

Dr. Lo is an American-trained and board-certified anatomic and clinical pathologist, with a subspecialty in immunopathology. He is a pioneer in laboratory testing, specifically in immunologic testing including transplantation testing and paternity testing.

He is recognized by his pathologist-peers and holds the distinction of being awarded Pathologist of the Year (2x), Liborio Gomez Memorial Lecturer, and Distinguished Service Awardee by the Philippine Society of Pathologists Inc. In addition, he was also named Most Distinguished Alumnus 2025 by the University of the Philippines Medical Alumni Association and is a nominee for Outstanding Alumnus by the UP Alumni Association.

His career spans several decades in public and private hospitals. At the Philippine Children's Medical Center, he was the chief of Pathology, Allied Medical Department Manager and Deputy Executive Director for Professional Services, retiring in 2016. Dr. Lo's private practice in St. Luke's Medical Center is where he pioneered many laboratory techniques. He established and head the Cellular Immunology and Immunogenetics section and is the director of the St. Luke's Medical Center Relationship Testing Laboratory, which is the only one accredited in the Philippines and the first outside the Western Hemisphere by the Association for the Advancement of Blood and Biotherapies (AABB). His laboratory caters to most embassies (including the American embassy) for their immigration cases.

Dr. Lo recognized as the authority on relationship testing, is often called on to testify in court on paternity cases. He is in demand as well as a speaker in medical conventions and has authored many research articles, including those on COVID-19 RT-PCR testing.

He also writes a weekly column in the Manila Bulletin under the byline, Under the Microscope, for which he was awarded the Best Newspaper Columnist 2023 by the People's Management Association of the Philippines (PMAP).

His spare time is devoted to purebred dogs, and his Pekingese are known around the world with the American Kennel Club bestowing the Breeder of Merit Gold Level on his achieving over 50 of his

Pekingese becoming American champions. He is an all-breed dog judge and has officiated at dog shows around the world.

Another of Dr. Lo's passions is orchid breeding, where he has produced many hybrids registered with the Royal Horticultural Society in London.

Dr. Lo believes that whatever one does, he must do with passion and integrity. That philosophy has served him well.

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 17 JUNE 2026)**

Board	Name	Regular & Organizational Board Meetings from 18 June 2025 to 17 June 2026	No. of Meetings Attended	%
Board Chairman	Dr. William G. Padolina	12	12	100%
Board Member	Mr. Johnny C. Yap	12	12	100%
Board Member	Mrs. Georgiana S. Evidente	12	11	92%
Board Member	Mr. Basilio C. Yap	12	12	100%
Board Member	Mr. Benjamin C. Yap	12	12	100%
Board Member	Dr. Enrique Y. Yap, Jr.	12	11	92%
Board Member	Mr. Anthony Joseph Y. Gaw	12	12	100%
Board Member/Independent **	Atty. Salvador C. Medialdea		1	100%
Board Member/Independent **	Dr. Emil Q. Javier		1	100%
Board Member/Independent **	Raymundo W. Lo, M.D.		1	100%

***newly elected Directors last June 17, 2026*

Board Meeting Dates (from 18 June 2025 to 17 June 2026)	Meeting Type
January 28, 2025	Organizational 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 28, 2025	Regular Board Meeting
July 29, 2025	Regular Board Meeting
August 26, 2025	Regular Board Meeting
September 30, 2025	Regular Board Meeting
October 28, 2025	Regular Board Meeting
November 25, 2025	Regular Board Meeting
December 16, 2025	Regular Board Meeting
January 28, 2026	Organizational Meeting

Annual Stockholders Meeting 17 June 2026 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 - 27 January 2026 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
Atty. Salvador C. Medialdea	1,000	0	0	1,000
Mr. Basilio C. Yap	20,564	0	0	20,564
Dr. Emil Q. Javier	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
Raymundo W. Lo, M.D.	1,000	0	0	1,000
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