

MINUTES OF THE ORGANIZATIONAL MEETING
OF THE BOARD OF DIRECTORS
OF

SYNERGY GRID & DEVELOPMENT PHILS., INC.
(the "Corporation")

Held at the office of the Corporation and via Teleconference
on 16 October 2025, at 2:45 P.M.

DIRECTORS PRESENT:

Henry T. Sy, Jr.
Paul P. Sagayo, Jr.
Jose Perpetuo M. Lotilla
Luis Jose P. Ferrer
Justice Lady P. Soriano

ALSO PRESENT:

Maria Farah Z.G. Nicolas-Suchianco
Cheryl S. Saldaña-de Leon
Pia Isabel O. Co
Andreanne Hannah B. Dimaandal
Selina Irene O. Ablaza

1. CALL TO ORDER

The Chairman, Mr. Henry T. Sy, Jr., called the meeting to order and presided over the same. The Corporate Secretary, Atty. Cheryl S. Saldaña-de Leon, recorded the minutes of the proceedings.

The Corporate Secretary advised that the meeting was recorded, in compliance with the requirements of the Philippine Securities and Exchange Commission ("SEC") under SEC Memorandum Circular No. 6, Series of 2020, which provides for the guidelines for a board meeting through videoconference. The recording will form part of the records of the Corporation.

2. PROOF OF NOTICE OF MEETING AND CERTIFICATION OF QUORUM

The Corporate Secretary certified that notices were sent to all directors by electronic mail, and that a quorum existed for the transaction of business. During the roll call, the Corporate Secretary verified and confirmed the identity of the participants, their location, the device they are using, that each participant received the relevant materials prior to the meeting, and that they can clearly hear and see the other participants.

Name of Participant	Location	Device	Receipt of relevant materials of the meeting	Confirmation that they can clearly hear and/or see the other attendees
Henry T. Sy, Jr.	Pasay City	Laptop	Yes	Yes
Paul P. Sagayo, Jr.	Pasig City	Laptop	Yes	Yes
Jose Perpetuo M. Lotilla	Santiago de Compostela, Spain	Mobile Phone	Yes	Yes
Luis Jose P. Ferrer	Toronto, Canada	Laptop	Yes	Yes
Justice Lady P. Soriano	San Juan City	Laptop	Yes	Yes



Thereafter, the Chairman declared that the Board could now proceed to transact the official business for this meeting, there being present a majority of the members of the Board of Directors.

3. APPROVAL OF THE MINUTES OF THE SPECIAL MEETING OF THE BOARD OF DIRECTORS HELD ON 04 SEPTEMBER 2025

Upon motion duly made and seconded, the Board of Directors unanimously passed and approved the following resolution:

“RESOLVED, that the minutes of the previous Special Meeting of the Board of Directors of the Corporation held on 04 September 2025 be approved.”

4. ELECTION OF OFFICERS FOR 2025-2026

Upon nominations duly made and seconded, the following persons were elected as officers of the Corporation for the year 2025-2026, and they will serve as such until their successors shall have been elected and qualified:

<u>Position</u>	<u>Name</u>
Chairman	Henry T. Sy, Jr.
President and Chief Executive Officer	Paul P. Sagayo, Jr.
Chief Finance Officer, Investor Relations Officer, and Treasurer	Justice Lady P. Soriano
Lead Independent Director	Jose Perpetuo M. Lotilla
Audit, Risk, and Compliance Manager, and Data Privacy Officer	Zurohayda Yoko M. Montierro
Corporate Secretary	Cheryl S. Saldaña-de Leon
Assistant Corporate Secretary	Andreanne Hannah B. Dimaandal
Compliance Officer	Pia Isabel O. Co

Upon motion duly made and seconded, the following resolution was passed and approved:

“RESOLVED, that the election of the following officers for the year 2025-2026 be confirmed, and these officers will serve as such until their successors shall have been duly appointed and qualified:

<u>Position</u>	<u>Name</u>
Chairman	Henry T. Sy, Jr.
President and Chief Executive Officer	Paul P. Sagayo, Jr.
Chief Finance Officer, Investor Relations Officer, and Treasurer	Justice Lady P. Soriano
Lead Independent Director	Jose Perpetuo M. Lotilla
Audit, Risk, and Compliance Manager, and Data Privacy Officer	Zurohayda Yoko M. Montierro
Corporate Secretary	Cheryl S. Saldaña-de Leon
Assistant Corporate Secretary	Andreanne Hannah B. Dimaandal
Compliance Officer	Pia Isabel O. Co.” 

5. ELECTION OF COMMITTEE MEMBERS

Upon nominations duly made and seconded, the following persons were elected as Chairmen and members of their respective Board Committees for the year 2025-2026, and they will serve as such until their successors shall have been elected and qualified:

AUDIT AND RISK COMMITTEE

Luis Jose P. Ferrer (Chairman)

Vicente D. Gerochi IV

Daniel D. Ibasco

CORPORATE GOVERNANCE COMMITTEE

Daniel D. Ibasco (Chairman)

Jose Perpetuo M. Lotilla

Luis Jose P. Ferrer

RELATED PARTY TRANSACTIONS COMMITTEE

Jose Perpetuo M. Lotilla (Chairman)

Daniel D. Ibasco

Luis Jose P. Ferrer

Upon motion duly made and seconded, the following resolution was passed and approved:

“RESOLVED, that the election of the following Chairmen and members of their respective Board Committees for the year 2025-2026 be confirmed, and these committee members will serve as such until their successors shall have been duly appointed and qualified:

AUDIT AND RISK COMMITTEE

Luis Jose P. Ferrer (Chairman)

Vicente D. Gerochi IV

Daniel D. Ibasco

CORPORATE GOVERNANCE COMMITTEE

Daniel D. Ibasco (Chairman)

Jose Perpetuo M. Lotilla

Luis Jose P. Ferrer

RELATED PARTY TRANSACTIONS COMMITTEE

Jose Perpetuo M. Lotilla (Chairman)

Daniel D. Ibasco

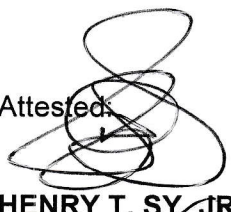
Luis Jose P. Ferrer.” 

6. ADJOURNMENT

There being no other matters to discuss and upon motion duly made and seconded, the meeting was adjourned.

Certified Correct:


CHERYL S. SALDAÑA-DE LEON
Corporate Secretary

Attested:

HENRY T. SY, JR.
Chairman 

Approved:


PAUL P. SAGAYO, JR.
Director / President


JUSTICE LADY P. SORIANO
Director


JOSE PERPETUO M. LOTILLA
Lead Independent Director


LUIS JOSE P. FERRER
Independent Director