

## EXPLANATION AND RATIONALE OF EACH ITEM IN THE AGENDA

### 1. Call to order

The Chairman of the Board (the “Board”), Mr. Eusebio H. Tanco, will call the meeting to order.

### 2. Certification of notice and quorum

The Corporate Secretary will certify the date when notice of the Annual Stockholders’ Meeting (“ASM”) was published in the business section of two (2) newspapers of general circulation in print and on-line print for two (2) consecutive days.

A copy of the ASM Notice was also posted at the Company’s website and disclosed to the PSE Edge.

The Corporate Secretary will further certify the presence of a quorum. The stockholders representing a majority of the outstanding voting capital stock of the Company, present in person or by proxy, shall constitute a quorum for the transaction of the business.

All the items in the agenda requiring approval by the stockholders will need the affirmative vote of stockholders representing at least a majority of the outstanding voting capital stock of the Company present at the ASM. Each one (1) outstanding share of stock entitles the registered stockholders to one (1) vote.

### 3. Approval of the Minutes of the Annual Stockholders Meeting held on 18 December 2024

The minutes are available at the Company website:

<http://www.stiholdings.com/disclosures.php>

A motion for the approval of the following resolution will be presented:

*“RESOLVED, That the Minutes of the Annual Stockholders’ meeting held on 18 December 2024 as appearing in the Minutes Book of the Corporation be approved.”*

The affirmative vote of stockholders representing at least a majority of the outstanding voting capital stock of the Company present at the ASM is necessary to approve the resolution.

### 4. The Management Report

The President, Mr. Monico V. Jacob, shall render the Management Report, which provides the highlights of the performance of the Company for FY 2024-2025 and the outlook of the Company for FY 2025-2026 and beyond.

The President shall also report on the significant operational and financial performance as well as the milestones and achievements of the Company for FY 2024-2025. The report will also include significant events affecting the Company's performance for FY 2024-2025.

The Annual Report is also posted on the Company's website:

<http://www.stiholdings.com/disclosures.php> and PSE Edge portal. A resolution noting the Management Report will be presented to the stockholders for adoption.

Below is the proposed resolution:

*"RESOLVED, that that the Management Report for FY 2024-2025 be noted and approved."*

The affirmative vote of stockholders constituting at least a majority of the outstanding voting capital stock of the Company present at the ASM is necessary to approve the resolution.

5. Approval of Parent and Consolidated Audited Financial Statements of the Company as at and for the fiscal year ended 30 June 2025

The approval of Parent and Consolidated Audited Financial Statements (FS) of the Company as at and for the fiscal year ended 30 June 2025 prepared by SyCip Gorres Velayo & Co., contained in the Annual Report will be presented to the stockholders. The FS will also be embodied in the Definitive Information Statement. The Audit and Risk Committee has recommended, and the Board has approved, the FS.

A resolution approving the FS will be presented to the stockholders, who will be given opportunity to ask questions on the Annual Report and the FS.

Below is the proposed resolution:

*"RESOLVED, that the Parent and Consolidated Audited Financial Statements of the Company as at and for the fiscal year ended 30 June 2025 as discussed in the Annual Report be noted and approved."*

The affirmative vote of stockholders constituting at least a majority of the outstanding voting capital stock of the Company present at the ASM is necessary to approve the resolution.

6. Ratification of all legal acts, resolutions and proceedings of the Board of Directors and of Management since the 18 December 2024 Annual Stockholders' Meeting up to 12 December 2025. A list of the corporate acts to be ratified are enumerated in Item 16, page 25 of the Preliminary Information Statement.

A motion for the approval of the following resolution will be presented:

*"RESOLVED, that all acts, resolutions and proceedings of the Board of Directors and of Management, done in ordinary course of business, since the 18 December 2024 Annual Stockholders' Meeting up to 12 December 2025 be approved, confirmed and ratified."*

The affirmative vote of stockholders constituting at least a majority of the outstanding voting capital stock of the Company present at the ASM is necessary to approve the resolution.

7. Election of directors, including independent directors

In accordance with Section 2, Article IV of the Company's By-Laws and the 2017 Manual on Corporate Governance, the deadline for nominations to the Board was on 23 October 2025. After the deadline, the Corporate Governance Committee evaluated the nominees to the Board and determined that all the nominees, including the nominees for independent directors, have all the qualifications of a director pursuant to the By-Laws and applicable laws. Copies of the curriculum vitae and profiles of the candidates to the Board are provided in the Definitive Information Statement.

The election of the directors shall be by plurality of votes. Every stockholder may vote the number of shares owned by him for as many persons as there are directors to be elected or cumulate his votes by giving one candidate as many votes as the number of such directors multiplied by the number of his shares shall equal, or distribute such votes on the same principle among as many candidates as he shall see fit. The eleven (11) directors receiving the highest number of votes will be declared elected as directors of the Company.

In evaluating the nominations to the Board, the Corporate Governance Committee was guided by its established nomination principles and procedures set forth hereafter.

8. Appointment of external auditor

A resolution for the approval of the appointment of the Company's external auditor will be presented to the stockholders. The Audit and Risk Committee has recommended, and the Board has approved the appointment of SyCip Gorres Velayo & Co. as the external auditor of the Company.

The profile of the proposed external auditors will be provided in the Definitive Information Statement.

Below is the proposed resolution:

*"RESOLVED, that the auditing firm of SyCip Gorres Velayo & Co. be, as it is hereby appointed as external auditor of the Corporation for the FY 2025-2026."*

The affirmative vote of stockholders representing at least a majority of the outstanding voting capital stock of the stock of the Company present at the ASM is necessary to approve the resolution.

9. Consideration of such other business as may properly come before the meeting

Any relevant questions or comments received by the Office of the Corporate Secretary via email within the prescribed period given to registered stockholders shall be properly acknowledged, noted and addressed, accordingly.

10. Adjournment

Upon confirmation by the Corporate Secretary that there are no other matters to be considered, and on motion by a stockholder duly seconded, the Chairman will declare the meeting adjourned. The meeting proceedings shall be recorded in audio and video format to be safekept by the Office of the Corporate Secretary and shall be made available in a secured manner to stockholders upon request by sending an email to [corsec@stiholdings.com.ph](mailto:corsec@stiholdings.com.ph) or [info@stiholdings.com.ph](mailto:info@stiholdings.com.ph).