

CEBU AIR, INC. (“Company”)

PROFILES OF THE BOARD OF DIRECTORS

**As of March 2025*

1. Name : Lance Y. Gokongwei
Age : 58
Designation : Chairman
Date of Appointment: December 1995

Business experience and education:

Mr. Lance Y. Gokongwei serves as the Chairman of Cebu Air, Inc. and Universal Robina Corporation. He also serves as the President and Chief Executive Officer and Executive Director of JGSHI since May 14, 2018. Effective February 1, 2025, he assumed the role of Chairman of Robinsons Land Corporation and, as of January 1, 2025, serves as a Board Adviser of Robinsons Retail Holdings, Inc.

He is also a Director and Vice Chairman of the Executive Committee of Manila Electric Company, as well as a Director of RL Commercial REIT, Inc., Altus Property Ventures, Inc., Oriental Petroleum and Minerals Corporation, Singapore Land Group Limited, Shakey’s Asia Pizza Ventures, Inc., AB Capital and Investment Corporation, and Endeavor Acquisition Corporation.

He is a Trustee and the Chairman of the Gokongwei Brothers Foundation, Inc. He holds a Bachelor of Science degree in Finance and a Bachelor of Science degree in Applied Science from the University of Pennsylvania.

2. Name : Jose Fernando B. Buenaventura
Age : 90
Designation : Director
Date of Appointment: December 1995

Business experience and education:

Mr. Jose F. Buenaventura has been a director of Cebu Air, Inc. since December 1995. He is a Senior Partner in Romulo Mabanta Sayoc & de los Angeles. He is Chairman and Director of Consolidated Coconut Corporation, Gladtohome, Inc. and GROW, Inc. He is a member of the Board of Grow Holdings, Inc., Hicap Properties Corporation, Himap Properties Corporation, La Concha Land Investment Corp., Philplans First, Inc., Techzone Philippines, Inc., Total Consolidated Asset Management, Inc., and Turner Entertainment Manila, Inc. He is also a member of the Board of Advisors of BDO Unibank, Inc. Mr. Buenaventura received his Bachelor of Laws degree from the Ateneo de Manila University and his Master of Laws degree from Georgetown University Law Center, Washington D.C. He was admitted to the Philippine Bar in 1960.

3. Name : Robina Gokongwei Pei
Age : 64
Designation : Director
Date of Appointment: August 2007

Business experience and education:

Ms. Robina Gokongwei Pe has been a director of Cebu Air, Inc. since August 1, 2007. She is also a Non-Executive and Non-Independent Director of JGSHI since April 15, 2009. She is the Chairman of Robinsons Retail Holdings, Inc. (RRHI). Operating a diverse portfolio of brands, RRHI is one of the largest multi-format retailers in the country. She is also a Director of Robinsons Land Corporation and Cebu Air, Inc. She is a Trustee and the Secretary of the Gokongwei Brothers Foundation, Inc. and a Trustee and Vice Chairman of the Immaculate Concepcion Academy Scholarship Fund. She is also a member of the Xavier School Board of Trustees. She was formerly a member of the University of the Philippines Centennial Commission. She attended the University of the Philippines-Diliman from 1978 to 1981 and obtained a Bachelor of Arts degree (Journalism) from New York University in 1984. She has two children, Justin, 29 and Joan, 18. She is married to Perry Pe, a lawyer.

4. Name : David Gulliver G. Go
Age : 53
Designation : Director
Date of Appointment: January 2024

Business experience and education:

Mr. David Gulliver Go was newly appointed last January 2024 as a director of Cebu Air, Inc. He is also the Chief Human Resources Officer of JG Summit Holdings, Inc., the publicly-listed parent holding company of Cebu Air, Inc. He serves as Board Committee advisor for Marketing and Service Fulfilment at Maxicare Healthcare Corporation. Previously, he was the Head of Executive Education at the Asian Institute of Management, serving both local and international corporate organizations for their executive training programs. Prior to this, he was engaged in other roles in the education sector, with Enderun Colleges as Business Administration Head and with Binus University Indonesia as Visiting Faculty. He also held executive director positions at endowed research centers for banking (Jose B. Fernandez Jr. Center for Banking and Finance) and tourism (Andrew L. Tan Center for Tourism). He received his Masters in Business Administration from the Asian Institute of Management and a Doctorate Degree from Ritsumeikan University.

5. Name : Brian H. Franke
Age : 61
Designation : Director
Date of Appointment: July 2021

Business experience and education:

Mr. Brian H. Franke has been a director of Cebu Air, Inc. since July 15, 2021. Mr. Franke has been a principal of Indigo Partners LLC, a private equity fund focused on air transportation, since April 2004. He has served as a member of the Frontier Airlines Board of Directors since December 2013. Mr. Franke has served on the boards of directors of Concesionaria Vuela Compañía de Aviación, S.A.B. de C.V., an airline based in Mexico doing business as Volaris, since July 2010, including as board chair since April 2020; several entities within the JetSMART SpA group, an airline based in South America, since March 2017; and APiJET, LLC, a software company focused on providing real-time cost saving analytics to airlines, since November 2020. He previously served on the boards of Tiger Aviation Pte. Ltd, a Singapore-based airline, from 2008 to 2010, and Tiger Airways Australia Pty Ltd., an Australian-based airline, from 2009 to 2010. Mr. Franke also serves on the University of Arizona Foundation board and its investment and

executive committees. Mr. Franke holds a B.S. from the University of Arizona and a Masters of International Management from the Thunderbird School of Global Management.

6. Name : Alexander G. Lao
Age : 49
Designation : Director
Date of Appointment: January 2023

Business experience and education:

Mr. Alexander G. Lao is presently the President and Chief Commercial Officer of Cebu Air, Inc. following his appointment in January 1, 2023. He became Chief Commercial Officer last May 10, 2021. Prior that, he was previously the Chief Strategy Officer since August 16, 2019. Prior to this, he served as Vice President for Commercial Planning since February 2012 and Director of Revenue Management from October 8, 2007 to February 2012. Before joining the Group, he worked as Assistant Vice President of Philamlife from August 2001 to September 2007 and as Business Development Assistant of Ayala Life from 1998 to 1999. He graduated from Ateneo De Manila University with a Bachelor of Science degree in Legal Management. He also received his Master's degree in Business Administration from the Asian Institute of Management. He has 15 years of experience in the airline industry, all of which have been with the Group.

7. Name : Bernadine T. Siy
Age : 66
Designation : Independent Director
Date of Appointment: March 2021

Business experience and education:

Ms. Bernadine T. Siy has been a director of Cebu Air, Inc. since March 03, 2021. She has been a Non-Executive and Independent Director of JGSHI since June 3, 2024. She serves as an Independent Director of PLDT, Inc. and Anvaya Cove Golf and Country Club, Inc. She is currently the Chairperson of the Board of Trustees of Ateneo de Manila University, and a fellow and trustee of the Foundation for Economic Freedom, an economic policy advocacy organization. She is also a current member of the Board of Directors of Epicurean Partners Exchange Inc., the operators of the Kenny Rogers restaurant chain which she founded in 1994, and Seattle's Best Coffee which she introduced to the Philippine market in 2000. She also holds the position of President and Director of Interworld Properties Corporation and B289 Properties Inc. She previously served as a director of Security Diners International Corporation, which was then a wholly-owned subsidiary of Security Bank operating the Diners Card business, from 1986 to 1992. She was the President and Chief Executive Officer of Fil-Pacific Apparel Corporation (one of the country's leading garment corporations) from 1987 to 1995, and again from 2004 to 2013, EPEI from 1994 to 2011, and Consultant to the Board of Directors of Development Bank of the Philippines from November 2012 to June 2014. She obtained her Bachelor of Arts Degree in Economics, Magna Cum Laude in 1980 from Ateneo de Manila University and Master's Degree in Management with Majors in Finance and Accounting in 1984 from the J.L. Kellogg Graduate School of Management of Northwestern University in Chicago, Illinois, USA.

8. Name : Brian Matthew P. Cu
Age : 42
Designation : Independent Director

Date of Appointment: March 2022

Business experience and education:

Mr. Brian Mathew P. Cu has been a director of Cebu Air, Inc. since March 03, 2021. He is the former President and Co-Founder for Grab Philippines. His role revolved around a duo directional and strategic leadership for core capabilities in Grab Philippines, other areas of focus include, strategies for business development and technology. He started his career as a management consultant with the Boston Consulting Group. While in BCG, he co-founded GoJek in Indonesia. He decided to jump full time into the world of entrepreneurship in 2012 when he co-founded Zalora Philippines. He left in mid-2013 to co-found Grab Philippines and served as its president until August 2020. He has a real passion for building companies that deliver a positive impact in society. Aside from enjoying getting into the weeds and fixing a company's operational challenges and defining growth strategies he also finds time to build up the next generation of entrepreneurs through mentorship or investments.

9. Name : Richard Raymond B. Tantoco
Age : 58
Designation : Independent Director
Date of Appointment: May 2021

Business experience and education:

Mr. Richard Raymond B. Tantoco has been a director of Cebu Air, Inc. since May 12, 2021. He is the President and Chief Operating Officer (COO) of Energy Development Corporation (EDC), the country's largest renewable power company. He is also a member of the Board of Directors of First Philippine Holdings Corporation, First Gen Corporation, Energy Development Corporation, and several of these companies' subsidiaries. Prior to joining Energy Development Corporation and First Gen Corporation, Mr. Tantoco worked with the management-consulting firm Booz, Allen & Hamilton, Inc. in New York and London as well as Procter and Gamble Philippines. Mr. Tantoco serves as a Trustee in the board of several non-profit organizations – Business for Sustainable Development, Oscar M. Lopez Center For Climate Change Adaptation and Disaster Risk Management Foundation, Inc., and The Eugeno Lopez Foundation, Inc. Mr. Tantoco obtained his B.S. Business Management degree from the Ateneo de Manila University where he graduated with honors, and his MBA in Finance from the Wharton School of Business of the University of Pennsylvania.