

MINUTES OF THE ANNUAL GENERAL MEMBERSHIP MEETING OF THE
MANAGEMENT ASSOCIATION OF THE PHILIPPINES (MAP)
Held on November 24, 2025, Monday, from 11:30 AM to 2:00 PM
at the Grand Ballroom A&B, Level 3, Shangri-La The Fort
30th Streets corner 5th Avenue, BGC, Taguig City

1. **ATTENDANCE**

The MAP Annual General Membership Meeting (AGMM) was attended by 218 MAP members in person, and 71 members via PROXY, including the following:

- 1.1 Mr. ALFREDO S. PANLILIO, MAP President
- 1.2 Sec. RENE D. ALMENDRAS, Chair, MAP Management Person of the Year (MPY) Search Committee; Chair, MAP Membership Committee
- 1.3 Mr. PAOLO F. BORROMEO, MAP Assistant Treasurer
- 1.4 Mr. EDGAR O. CHUA, Vice Chair, MAP MPY Judging Committee
- 1.5 Atty. LILIA B. DE LIMA, Chair, MAP MPY Judging Committee
- 1.6 Atty. BENEDICTA DU-BALADAD, Vice Chair, MAP MPY Search Committee
- 1.7 Mr. GIL B. GENIO, MAP Secretary
- 1.8 Dr. DONALD L. LIM, MAP President for 2026
- 1.9 Mr. HANS T. SY, “MAP Management Person of the Year 2024” Awardee
- 1.10 Mr. WILSON P. TAN, MAP Treasurer
- 1.11 Atty. MICHAEL “Mike” T. TOLEDO (Emcee), MAP Vice President

2. **CALL TO ORDER**

- 2.1 MAP President AL PANLILIO served as the Chair and he convened the MAP Annual GMM at 12:00 Noon.
- 2.2 He requested MAP Secretary GIL GENIO to certify the sending of notices to the members and the existence of a quorum for the AGMM.

3. **CERTIFICATION OF NOTICE AND QUORUM**

- 3.1 MAP Secretary GIL GENIO certified that notices of the AGMM have been sent to the members.
- 3.2 Mr. Genio said a total of about 218 MAP members (Annex A on pages 5 to 10) were present and about 71 MAP members (Annex B on pages 11 to13) were represented by proxy.
- 3.3 This brought the total number of participating MAP members to 289 which represented 22% of MAP’s total membership of 1,314. This was more than the 20% required by the MAP by-laws.
- 3.4 As the Secretary of the MAP, Mr. Genio confirmed that MAP have the required quorum to proceed with the MAP AGMM and make binding decisions on the matters presented in the agenda.

4. APPROVAL OF MINUTES

- 4.1 Mr. Panlilio then proceeded to the next order of business which was the approval by the MAP membership of the minutes of last year’s MAP Annual General Membership Meeting which was held on November 24, 2024.
- 4.2 The minutes have been sent to all MAP members and have been posted in the MAP website <map.org.ph>.
- 4.3 As Secretary of the MAP, Mr. Genio moved for the approval of the minutes of the November 24, 2024 MAP AGMM as sent by the Secretariat to the members.
- 4.4 Sec. Rene Almendras, as the Chair of the MAP Membership Committee, seconded the motion.
- 4.5 Mr. Panlilio said that there being no objection, the minutes of the November 24, 2024 MAP AGMM have been considered approved by the MAP membership.
- 4.6 Secretary Gil Genio thanked the MAP membership for approving the minutes of the November 24, 2024 MAP AGMM.

5. MAP PRESIDENT’S REPORT

- 5.1 MAP President AL PANLILIO presented the achievements, the general membership status and the financial condition of the MAP in 2025.
- 5.2 Annex C on pages 14 to 18 contains the MAP President’s Report for 2025.

6. INDUCTION OF NEW MAP MEMBERS

In order to take advantage of the occasion to induct new MAP members, MAP Membership Committee Chair RENE ALMENDRAS presented the following new members for induction:

- 6.1 Mr. JONATHAN BATANGAN, Executive Director of Cebuana Lhuillier Foundation Inc. (CLFI)
- 6.2 Mr. ANTHONY LOU BERNABE, President and CEO of Etiqa Life and General Assurance Philippines, Inc.
- 6.3 Ms. NATHALIE G. BERNARDO, VP and Site Head of Sun Life Global Solutions Philippines
- 6.4 Mr. CARL RAYMOND R. CRUZ, President and CEO of Globe Telecom
- 6.5 Mr. RENE RAFAEL C. DE JESUS, Founder and CEO of Alon Capital Lending Corporation
- 6.6 Mr. MOHAMAD ASAAD ELBEITAM, Chair of Ramy Real Estate and Leasing Corp.
- 6.7 Ms. JANINE FIDDLER, Senior Trade Commissioner of Embassy of Canada
- 6.8 Ms. MARIA SOCORRO ISABELLE V. ARAGON-GOBIO, President and CEO of Robinsons Land Corporation (RLC)

- 6.9 Mr. RICO ALIDO GONZALES, Chief Business Officer of Monde Nissin Corporation
- 6.10 Mr. DANILO IBARRA, CEO of BTI Payments Philippines, Inc.
- 6.11 Ms. MARICRIS SARINO JOSON, Head of Office Services and Landlord Representation of Colliers
- 6.12 Ms. CHRISTINE CABRERA KEMPENEERS, Governance and Risk Management Head of Maplecrest Group Inc. (MGI)
- 6.13 H. E. DANA KURSH, Ambassador of Embassy of Israel in the Philippines
- 6.14 Usec. GODDES HOPE LIBIRAN, Undersecretary and Supervising Senior Official of the Media Affairs and Community Relations Office of Department of Budget and Management (DBM)
- 6.15 Mr. CHRISTOPHER JAIME T. LICHAUCO, COO of Maynilad Water Services, Inc.
- 6.16 Ms. SHARON AMANDA V. PABLO, Country Head of Sun Pharmaceuticals Phils. Inc.
- 6.17 Atty. DOMINGO Y. REYES JR., President of Pamantasan ng Lungsod ng Maynila (PLM)
- 6.18 Mr. JAIRUS SOBREVINAS, CFO and Treasurer of Alon Capital Lending Corporation
- 6.19 Ms. MARINELA GUERRERO TRINIDAD, CEO of CCA Manila / Cravings Group
- 6.20 Mr. VINCENT JOHN SO VILLACORTE, Managing Director of AP Cargo Logistics Corp.
- 6.21 Dr. EDRIAN PETER B. VILLANUEVA, Assistant Professor of University of Asia and the Pacific (UA&P)
- 6.22 Ms. MARIE GRACE A. ZATA, President of CESI Group Advanced Outsourcing and Business Services

7. **EMCEE**

Atty. MIKE TOLEDO served as emcee for the second part of the GMM which covered the Awarding Ceremony for “MAP Management Person of the Year 2025”.

8. **READING OF CITATION FOR “MAP MANAGEMENT PERSON OF THE YEAR 2025”**

- 8.1 MAP MPY Judging Committee Chair LILIA DE LIMA read the Citation for the “MAP Management Person of the Year 2025” award.
- 8.2 Annex D on page 19 contains the Citation for the MPY 2025 awardee.

9. **CONFERMENT OF THE AWARD**

- 9.1 The MAP conferred the “MAP Management Person of the Year 2025” award on Mr. HANS T. SY, Chair of the Executive Committee of SM Prime Holdings, Inc.
- 9.2 The conferment was led by MAP President AL PANLILIO, with the assistance of MPY Judging Committee Chair LILIA DE LIMA and MPY Search Committee Chair RENE ALMENDRAS.

10. **ACCEPTANCE SPEECH**

10.1 MPY 2025 awardee HANS T. SY then delivered his acceptance speech.

10.2 Annex E on pages 20 to 25 contains the acceptance speech of Mr. Sy.

11. **ADJOURNMENT**

Upon the instruction of the Chair, Atty. Toledo adjourned the AGMM at 2:00 PM.

Certified Correct:

GIL BE. GENIO
MAP Secretary for 2025

Attest:

ALFREDO S. PANLILIO
MAP President for 2025

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Annex A

November 24 MAP AGMM and MPY Awarding Attendance - FINAL

Nov GMM - MAP Members

Title	Firstname	Lastname	Nickname	Position	Organization
Engr.	BERNARDO F.	ABIS	Bernie	President and CEO	Webcast Technologies, Inc.
Ms.	MARIA AILEEN	ABIVA	Mylene	President and CEO	FELTA Multi-Media, Inc.
Mr.	ALEXANDER DR	ABLAZA	Alex	President and CEO	Climargy Inc.
Ms.	MARIA VICTORIA P.	AGORRILLA	Vicky	Director	Digify Marketing Solutions Corporation
Mr.	DANILO T.	ALAS	Donnies	Chair and CEO	Alas Oplas & Co., CPAs
Mr.	JAMES PATRICK A.	ALBA	James	CEO	Vendo Corporation
Mr.	MICHAEL JAEY C.	ALBAÑA	Michael	VP and General Manager	SMX Convention Center
Mr.	ANTHONY	ALMEDA			
Sec.	JOSE RENE GREGORY D.	ALMENDRAS	Rene	Senior Managing Director	Ayala Corporation
Sec.	RAFAEL M.	ALUNAN III	Raffy	Independent Director	Pepsi-Cola Products Philippines, Inc. (PCPPI)
Mr.	EDGARDO C.	AMISTAD	Ed	Adviser	Philippine Disaster Resilience Foundation
Ms.	MARY	ANG	Mary	CEO and General Manager	Heritage Multi-Office Products, Inc.
Mr.	DANTE FRANCIS M.	ANG II	Klink	Chair and Owner	The Manila Times
Ms.	GINA MARIE G.	ANGANGCO	Gina	Deputy CEO	Armstrong Global Defense, Inc.
Cong.	HARRY C.	ANGPING	Harry	President	AP Genco North Services, Inc.
Ms.	ELLAMELIDES S.	ANTONIO	Ella	President and CEO	Brain Trust Inc. (BTI)
Mr.	STEPHEN J.	ARANETA	Steve	Chief Sustainability Officer	SteelAsia Manufacturing Corporation
Mr.	Mr. ROBERT LESTER F.	ARANTON	Robert	President	Warehouse Management and Trade Development Services, Inc.
Ms.	MA. LOURDES MARGARITA D.	ARUEGO	Dette	Managing Director	Assessment Analytics, Inc.
Mr.	PATRICK JOHN C.	AVILA	Patrick	COO	Ayalaland Logistics Holdings Corp.
Atty.	OLIVIER D.	AZNAR	Vier	Vice Chair and Deputy Managing Partner	P&A Grant Thornton
Atty.	BENEDICTA DU	BALADAD	Dick	Founding Partner and CEO	Du-Baladad and Associates (BDB Law)
Dr.	GLENN S.	BANAGUAS	G	Chair and President	Environmental and Climate Change Research Institute (ECCRI)
Usec.	ROWEL	BARBA		Director-General	Intellectual Property Office of the Philippines (IPOPHIL)
Mr.	ARSENIO G.	BARCELONA	Toto	President	Harbest Agribusiness Corporation
Mr.	TARK	BARTLEMA	Tark	Managing Director for Asia	Eaglesensing
Mr.	ARSENIO M.	BARTOLOME III	Archit	Chair	AMBER Properties, Inc.
Ms.	CELINA SALDANA	BAUTISTA	Celine	President	CNM Properties & Holdings, Inc.
Sec.	JAIME J.	BAUTISTA	Jimmy	Secretary	Department of Transportation (DOTr)
Mr.	ROMUALDO L.	BEA	Mel	Group CFO	Federal Land Inc.
Mr.	SIXTO TAN	BENEDICTO	Noy	President	Benedicto Steel Corporation
Consul	BERNARDO T.	BENEDICTO III	Dong Dong	Chair	Alpha One A1 Grand Industrial Sales Inc.
Ms.	CORAZON S. DE LA PAZ	BERNARDO	Cora	Honorary President (former President - 2004 to 2010)	International Social Security Association
Ms.	ANNA JERMAINE V.	BOMBASI	Jermaine	Managing Director	Empire Centre for Regenerative Medicine
Mr.	NOEL E.	BONGAT	Noel	President & CEO	Corinthians Integrated Security, Inc.
Mr.	CLARO P.	BONILLA	Cid	Former CFO of UNObank, Inc.	

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Mr.	PAOLO MAXIMO F.	BORROMEO	Paolo	President and CEO	Ayala Healthcare Holdings, Inc.
Mr.	GERARDO V.	CABOCHAN JR.	Jun	Managing Director	Pandayan Bookshop
Ms.	RACQUEL REYES	CAGURANGAN	Rac	Managing Director, Argosy Health	Argosy Partners, Inc.
Ms.	MA. VIRGINIA Q.	CAMPOS	Gina	General Manager	Interpacific Transit, Inc.
Mr.	BENEDICT S.	CARANDANG	Benedict	VP for External Relations	First Circle
Consul-Gen.	VICENTE J.	CARLOS	Vince	Honorary Consul General	Consulate of the Republic of Cote d'Ivoire
USec.	ERNESTO G.	CAROLINA	Nesty	Administrator	Philippine Veterans Affairs Office (PVAO)
Dr.	REYNALDO T.	CASAS	Regie	President	Advance Renewable Energy Inc (AREI)
Amb.	DATO' ABDUL MALIK MELVIN	CASTELINO		Malaysia Ambassador to the Philippines	Embassy of Malaysia in the Philippines
Atty.	JO KRISTINE GERONA	CELERA	Kaye	Regulatory Affairs Director - East Zone	Manila Water Company
Mr.	SANDEEP G.	CHANDIRAMANI	Sandeep	President	iGlobal Financial Services, Inc.
Mr.	RAGHURAMAN	CHANDRASEKHAR	Raghu	Country Leader Professional	Signify Philippines, Inc.
Mr.	LAWRENCE L.	CHENG	Larry	Managing Director	Majestic Press Inc. / Majestic Packaging Products Corp.
Mr.	EDGAR O.	CHUA	Ed	CEO	De La Salle Philippines
Mr.	VIRGILIO O.	CHUA	Vio	President	SB Capital Investment Corporation
Mr.	MARCELO S.	CO	Celo	Managing Director	Marikina Food Corporation
Mr.	JORGE A.	CONSUNJI	Jorge	President and CEO	D. M. Consunji, Inc. (DMCI)
Mr.	SALVADOR	CORTEZ JR.	Jun	President and CEO	RMR Capital, Inc.
Ms.	TERESITA SY	COSON	Tessie	Vice Chairperson	SM Investments Corporation (SMIC)
Mr.	PETER G.	COYIUTO	Peter	President and CEO	First Guarantee Life Assurance Company, Inc.
Ms.	MARILOU C.	CRISTOBAL	Malou	Chair	Multinational Investment Bancorporation
Mr.	J. CARLITOS G.	CRUZ	Itos		
Mr.	EMMANUEL C.	CUASAY	Manny	President and CEO	Capital Industries, Inc.
Ms.	MARGARITA LARA ANGELES	DAYRIT	Meg	Executive Director and Head of Philippines Investment Banking	Morgan Stanley Asia (Singapore)
Atty.	EMERICO O.	DE GUZMAN	Rico	Of Counsel	ACCRAWLAW
Ms.	CRISTINA	DE LEON	Tina	Country Controller/Representative	Bechtel Overseas Corporation
Atty.	LILIA B.	DE LIMA	Lilia	Independent Director	RCBC
Gen.	JAIME S.	DE LOS SANTOS AFP (Ret)	Jimmy	Trustee	University of the Philippines (UP) Foundation
Ms.	MARIE ANTONETTE H.	DE OCAMPO	Anette	Head of Corporate Affairs and Communication	Maynilad Water Services, Inc.
Mr.	JOSE	DE VENEZIA			
Atty.	NILO T.	DIVINA	Nilo	Managing Partner	Divina Law
Mr.	RAMON D.	DIZON	Mon	Former Partner and Transaction Advisory Services Head	SGV & Co. (EY Philippines)
Mr.	REX C.	DRILON II	Rex	Vice Chair	Center for Excellence in Governance
Mr.	GEORGE M.	DRYSDALE	George	Chair and CEO	Marsman Drysdale Group
Atty.	ROMEO H.	DURAN	Omy	Partner, Head of Corporate Tax & Tax Immigration Division	Sapalo Velez Bundang & Bulilan Law Offices
Consul Gen.	M. ISSAM	ELDEBS	Sam	President and CEO	DSE Connect Corporation
Mr.	ERIBERTO LUIS S.	ELIZAGA			
Prof.	MATTHEW GEORGE O.	ESCOBIDO	Matthew	Independent Consultant	

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Dr.	JESUS P.	ESTANISLAO	Jess	Chair Emeritus	Institute of Corporate Directors (ICD)
Mr.	JAY LIGAN PO	FERNANDEZ	Jay	President and General Manager	Twin-Bee Print Ads Corporation
Ms.	MA. LOURDES C.	FERNANDO	Marides	President	Bright Future Realty, Inc.
Mr.	EDUARDO V.	FRANCISCO	Ed	President and CEO	BDO Capital & Investment Corporation
Mr.	JOSE S.	FRANCISCO	Jomie	President	Wire Rope Corporation of the Philippines (A DMCI Holdings, Inc. subsidiary)
Mr.	AXEL	FRIES			
Mr.	RYAN	GABINETE			
Mr.	CHARLES	GAMO			
Mr.	GENE ATILANO	GAÑGAN	Gene	Director for Research and Talent Intelligence Practice	ZMG Ward Howell, Inc.
Ms.	CATHY ROSE A.	GARCIA	Cathy	Editor-in-Chief	BusinessWorld Publishing Corporation
Mr.	IAN R.	GARCIA	Ian	President	TSM Equities (Phils.), Inc
Mr.	ISIDRO G.	GARCIA	Sid	Chair	Trinity Insurance Brokers, Inc.
Mr.	PAUL JOSEPH M.	GARCIA	PJ	Managing Director and Co-Founder	Grow Capital Partners
Mr.	GIL B.	GENIO	Gil	Independent Director	GT Capital Holdings (GTCAP)
Ms.	AGNES A.	GERVACIO	Agnes	CEO	Connected Women
Ms.	CATHERINE LIPANA	GOMEZ	Kate	Deals and Corporate Finance, and ESG Partner	Isla Lipana & Co./ PwC Philippines
Ms.	MARIA CRISTINA TUASON	GONZALEZ	Cristina	EVP and Deputy CEO	Armstrong Shooting Center, Inc.
Ms.	REZA DADUFALZA	GOYENECHE	Reza	Senior Commercial Officer	Royal Danish Embassy, Manila
Mr.	IAN	GRIST			
Mr.	MICHAEL ARCATOMY H.	GUARIN	Mike	Partner, Advisory	KPMG R. G. Manabat & Co.
Dr.	CIELITO F.	HABITO	Ciel	Chair	Brain Trust Inc. (BTI)
Ms.	RACHEL FERNANDEZ	HARRISON	Rachel	Founder and CEO	Zambawood Resort
Mr.	JAIME	HERNANDEZ			
Mr.	NISHIO	HIDEYUKI		President	Sumitomo Corporation of the Philippines
	KANDA [1]	HIROYASU			
Ms.	MARIANNE B.	HONTIVEROS	Maan	Managing Director	CEO Advisors, Inc.
Arch.	ERNESTO S.	ISLA	Nesty	President and CEO	E.I. Construction Co. Inc.
Mr.	ERVIN ANTON SISON	ISLA	Anton	VP - Finance	E.I. Construction Co. Inc.
Mr.	RENATO MANUEL	JIAO	Ato	Chief HR Officer	Globe Telecom, Inc.
Ms.	ALMA RITA R.	JIMENEZ	Alma	President and CEO	Health Solutions Corporation
Ms.	MYRASOL S.	JUAN	Myra	President and CEO	MZI Industrial Resources, Inc.
Mr.	RICARDO F.	LAGDAMEO	Cary	President	Damosa Land
Mr.	LAURENT P.	LAMASUTA	Laurent	President and CEO	Ayala Properties Management Corporation (APMC)
Mr.	GENARO VISARRA	LAPEZ	Genju	Independent Director	China Banking Corporation (Chinabank)
Ms.	CARLA DE BALAN	LAUS	Carla	Regional Business Learning Partner	Hyper Island
Mr.	CHRISTOPHE PHILIPPE MARIE MNU	LEJEUNE	Christophe	General Manager	Sika Philippines, Inc.
Dr.	DONALD PATRICK L.	LIM	Donald	President	DITO CME Holdings Inc.
Atty.	FRANCISCO ED.	LIM	Francis	Senior Legal Counsel	ACCRA LAW
Atty.	MARIA LOURDES P.	LIM	Malou	Vice Chair and Tax Managing Partner	Isla Lipana & Co./ PwC Philippines
Mr.	WILLIAM L.	LIM	Willy	President	Eastern Wire Manufacturing , Inc.
Mr.	JEFFREY C.	LIM	Jeff	President	SM Prime Holdings, Inc.
Ms.	DONNA MAY	LINA	Donna	President	UBE Media, Inc.

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Ms.	TOMASA H.	LIPANA	Tammy	Independent Director	SM Investments Corporation (SMIC)
Mr.	MANUEL ANTONIO G.	LISBONA	Manny	President and CEO	PNB Securities, Inc.
Mr.	BERNIDO H.	LIU	Bernie	CEO	GOLDEN ABC, Inc.
Ms.	ROSSANA	LLENADO			
Ms.	SHEILA G.	LOBIEN	Sheila	CEO	Lobien Realty Group, Inc.
Usec.	MARIA BLANCA KIM BERNARDO	LOKIN	Kim	President and CEO	Philippine Pharma Procurement, Inc. (PPPI)
Mr.	ANTONIO S.	LOPEZ	Tony	President and CEO	BizNewsAsia Philippines, Inc.
Mr.	FEDERICO R.	LOPEZ	Piki	Chair and CEO	First Philippine Holdings Corporation
Dr.	FEDERICO M.	MACARANAS	Poch	Board Member	St. Paul University Philippines and Bayan Innovation Group Inc.
Mr.	MICHAEL SHERWIN M.	MACATANGAY	Mike	Founder, President and CEO	One A-TEAMS Consultants Pte. Ltd.
Ms.	JANIS MEDINA	MAGHINAY	Janis	President and CEO	Prople BPO, Inc.
Gen.	JOSE P.	MAGNO	Joemag	Chair	Citra Metro Manila Tollways Corporation
Atty.	PEDRO H.	MANIEGO JR.	Pete	Chair	Energy Lawyers Association of the Philippines
Mr.	VLADIMIR M.	MANUEL	VJ	Founder and CEO	Tealth Pte. Ltd.
Mr.	LORENZO	MAPUA			
Ms.	MARIA THERESA J.	MARCIAL	Tere	President	BPI Wealth
Ms.	BLANQUITA C.	MERCADO	Blanca	President and COO	The Manila Times
Ms.	ISABELITA PAREDES	MERCADO	Eisa	Chair and CEO	IPM Group of Companies
Mr.	VICENTE T.	MILLS JR.	Bimbo	Chair	Hino Motors Philippines Corporation
Mr.	STEPHEN THOMAS S.	MISA	Tep	Chief Business Officer	YCO Global Cloud Center Holdings, Inc.
Atty.	GIANNA R.	MONTINOLA	Gianna	SVP	Far Eastern University (FEU)
Mr.	RUY Y.	MORENO	Ruy	Chair	Center for Global Best Practices (CGBP)
Mr.	ROMUALDO V.	MURCIA III	Boyot	Chair and Managing Partner	P&A Grant Thornton
Mr.	FERDINAND A.	NAGUE	Randy	Managing Partner	Nague Malic Magnawa & Associates Customs Brokers
Dr.	JOHANN ROMMEL T.	NAGUIAT	Yo	President and CEO	Motech Philippines
Mr.	MEDEL T.	NERA	Ding	Director	House of Investments, Inc. (a YGC Member)
Mr.	JONATHAN H.	NG	Onat	CFO	SM Retail Inc.
Mr.	MIKAEL	NIEVES			
Ms.	SHERISA P.	NUESA	Baby	Independent Director	Manila Water Company
Mr.	AMIT KUMAR	OBEROI	Amit	General Manager	Shangri-La The Fort
Br.	BERNARD S.	OCA, FSC	Bernie	President	De La Salle University
Ms.	ROSEMARIE B.	ONG	Rose	SEVP and COO	Wilcon Depot, Inc.
Ms.	MARIA CORAZON	ORDOÑEZ	Coy	Country Executive and President	Northern Trust Manila
Ms.	RUTH YU	OWEN	Ruth	President and CEO	Upgrade Energy Philippines, Inc.
Mr.	ANGELO Z.	PADUA	Angel	President	ORIX METRO Leasing and Finance Corporation
Vice Admiral	ALEXANDER P.	PAMA	Alex	Co-Chair	ARISE Philippines
Ms.	VALERIE N.	PAMA	Riena	Chief Asset Management Officer	Sun Life of Canada Philippines, Inc.
MR.	ARTEMIO P.	PAMA JR.			
Dr.	GWENDOLYN T.	PANG	Gwen	Secretary-General	Philippine Red Cross

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Mr.	REUBEN S.J.	PANGAN	Beng	Managing Director and Principal Consultant	Clear Path Consultancy International
Mr.	ALFREDO S.	PANLILIO	Al	Director	PLDT and SMART
Mr.	DOMINGO PAREJA	PANLILIO	Don	President	D2B Multi-ventures Inc.
Mr.	LEONCIO D.	PAZ	Joey	VP - Interbranch Operations and Head of ICT	Simplex Industrial Corporation
Atty.	PERRY L.	PE	Perry	Senior Partner	Romulo Law Offices
Mr.	FERNANDO O.	PEÑA	Fern	President	MOF Company (Subic), Inc.
Mr.	GERARDO A.	PLANA	Gerry	President and CEO	Investors in People Philippines
Atty.	IRA PAULO A.	POZON	Ira	Manager of the Legal, Policy, and Quality Management Office and the Chief-of-Staff	Southeast Asian Ministers of Education Organization Regional Centre for Educational Innovation and Technology (SEAMEO INNOTECH)
Comm	ROGELIO V.	QUEVEDO			
Mr.	ANTHONY K.	QUIAMBAO	Tony	President and CEO	STRADCOM Corporation
Mr.	VICENTE S.	QUIMBO	Nonoy	President	Bel Mondo Italia Corporation
Mr.	NOEL P.	RABAJA	Noel	Strategy and Transactions Service Leader	SGV & Co. (EY Philippines)
Ms.	ELIZABETH G.	RABUY	Beth	Chair and President	FPD Asia Property Services, Inc.
Mr.	PATRICK RICHARD D.	REIDENBACH	Patrick	President	Ubaldo Reidenbach Solutions, Inc. (UR Solutions)
Ms.	MA. CARMEN ALCUAZ	REYES	Nena	Vice Chair and Consultant for Education for the Center for Leadership and Change, Inc.	FranklinCovey Philippines
Ms.	MHARICAR CASTILLO	REYES	Cai	President and CEO	Asticom Technology Inc.
Mr.	WILFREDO G.	REYES	Willy		
Ms.	DELIZA G.	RIDOLOSO	Deliza	President	Pacific Sun Solutions, Inc.
Mr.	ANTHONY T.	ROBLES	Tony	Independent Director	Alliance Global
Mr.	MARC	ROCA			
Ms.	ANDRONICA T.	ROMA	Nica	President and General Manager	Nikka Trading
Dr.	ROBERTO MIGUEL S.	ROQUE	Robert	Vice President for Business Development and Alumni Affairs	University of Asia and the Pacific (UA&P)
Ms.	MA. CRISTINA SANTIAGO	ROSALES	Angel	President and CEO	Professional Payroll Specialists Inc. (PPSI)
	DEMETRIO	SALIPSIP			
Atty.	SERAFIN U.	SALVADOR JR.	Jun	Managing Partner	Salvador Llanillo & Bernardo, Attorneys-at-Law
Mr.	FREDRICK M.	SANTOS	Rick	Chair and CEO	Santos Knight Frank Inc.
Ms.	EVELYN R.	SINGSON	Evelyn	Vice Chair and President	Dusit Thani Philippines, Inc.
Sec.	ROGELIO L.	SINGSON	Babes	President and CEO	Metro Pacific Tollways Corporation (MPTC)
Mr.	JOSE T.	SIO	Joe	Chair	SM Investments Corporation (SMIC)
Ms.	PATRICIA MAY T.	SIY	May	President and CEO	Philippine Bank of Communications (PBCom)
Mr.	PHILIP G.	SOLIVEN	Philip	Vice Chair	Multico Prime Power Inc.
Mr.	HANS	SY			
Atty.	FELIX T.	SY JR.	Felix	Managing Partner	SY & PARTNERS
Mr.	HANS T.	SY JR.	Chico	President	SMEDD Corp.
Ms.	JO-ANN Y.	TACORDA	Jo-Ann	Chief Administrative Officer	P J Lhuillier Inc.
Amb.	JESUS P.	TAMBUNTING	Chuching	Chair and President	Capital Shares Investment Corporation
Mr.	STEVEN T.	TAN		President	Shopping Center Management Corporation
Mr.	WILSON P.	TAN	Wilson	Chair and Country Managing Partner	SGV & Co. (EY Philippines)

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November 24, 2025**

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November 24 MAP AGMM and MPY Awarding Attendance - FINAL

Nov GMM - MAP Members

Mr.	JEFFREY O.	TARAYAO	Jeff	President	One Meralco Foundation
Usec.	NORA KAKILALA	TERRADO		Senior Advisor	Carelon Global Solutions Philippines Inc.
Gov.	AMANDO M.	TETANGCO JR.	Say	Chair	SM Investments Corporation (SMIC)
Ms.	IMELDA C.	TIONGSON	Ida	Independent Director	Pru Life UK Philippines
Atty.	MICHAEL T.	TOLEDO	Mike	Director, Government Relations and Public Affairs	Metro Pacific Investments Corporation (MPIC)
Ms.	JENNIFER CAPONES	TONGCO		President and CEO	Netrust Philippines Corporation
Mr.	OSCAR ALESON	TORRALBA	Oscar	Chair and CEO	Town Holdings Corporation
Ms.	MARIA MARGARITA	TORRES	Margot	Managing Director	Golden Arches Development Corporation (McDonald's Philippines)
Mr.	ROMEO D.	UYAN JR.	Romy	COO	China Banking Corporation
Engr.	JASON ROMEO C.	VALDERRAMA		President, CEO and Founder	JCV & Associates (JCVA) Project Management and Development, Inc.
Mr.	LEOPOLDO JAIME N.	VALDES	Leo	President	Holy Angel University (HAU)
Mr.	RENATO C.	VALENCIA	Rene	Chair	OmniPay, Inc.
Ms.	CYRIL JASMIN	VALENCIA			
Mr.	CAESAR	VALLEJOS			
Mr.	JAMES G.	VELASQUEZ	James	President and CEO	PT&T Corporation
Mr.	JUAN ANTONIO Z.	VILLALUZ	Ja	President	Southland College (Kabankalan City, Negros Occidental)
Mr.	JESUS CARLOS P.	VILLASEÑOR	Charlie	Chair and CEO	PASIA, TransProcure and PASIA Shared Services
Mr.	JOHN ALLAN T.	VINTA	John or Jojo	President and CEO	Micromatic Industries, Inc.
Ms.	VICTORIA V.	WIENEKE	Vicky	Chair and President	Kabisig ng Kalahi, Inc.
Mr.	EDUARDO H.	YAP	Eddie	President and CEO	Clairmont Group
Mr.	ROLAND U.	YOUNG	Roland	Chair	RUY Corporation
Mr.	DONAVAN	YU		CEO	Journeytech, Inc.
Mr.	RODESSON	YU			
Ms.	ROWENA P.	ZAMORA		Chief Strategy Officer	Gcash/Mynt
Ms.	MARIFE B.	ZAMORA	Marife	Board Director	PLDT

Annex B

List of MAP Members who have submitted their proxy forms

No	Title	Firstname	Lastname	Nickname	Position	Organization
✓ 1	Atty.	MARIA IOLANDA B.	ABELLA	IO	Senior Partner	ACCRALAW
✓ 2	Dr.	GRACE H.	AGUILING-DALISAY	Grace	President and CEO	Center for Educational Measurement
✓ 3	Ms.	NOEMI G.	AZURA	Noemi	President and CEO / Chief Corporate	Generali Life Assurance Philippines / Insular Life
✓ 4	Consul	BERNARDO T.	BENEDICTO III	Dong Dong	Chair	Alpha One A1 Grand Industrial Sales Inc.
✓ 5	Dr.	SAMUEL D.	BERNAL	Sam	Director	Globetek Science Foundation, Inc.
✓ 6	Gen.	ROMEO S.	BRAWNER JR.		Chief of Staff (COS)	Armed Forces of the Philippines (AFP)
✓ 7	Atty.	PATRICIA A. O.	BUNYE	Trisha	Managing Partner	Cruz Marcelo & Tenefrancia
✓ 8	Atty.	ALEXANDER B.	CABRERA	Alex	Chairman Emeritus and ESG Leader	Isla Lipana & Co./PwC Philippines
✓ 9	Mr.	SALVADOR ANTONIO R.	CASTRO JR.	Aboy	Founder, President and Chief Energy Officer	CLEANTECH GLOBAL RENEWABLES, INC.
✓ 10	Mr.	ANTONIO C.	CAUSING	Tony	President and CEO	Leonie Agriceutical Corp.
✓ 11	Mr.	VICTOR S.	CHIONGBIAN	Victor	Chair	Fast Logistics
✓ 12	Dr.	KARL KENDRICK	CHUA	Karl	Managing Director and Head for Data Science	Ayala Corporation
✓ 13	Ms.	CAROLYNNE A.	CLAVERIA	Carol	General Manager	Henkel Asia Pacific Service Centre (HAPSC)
✓ 14	Mr.	CHARLES KENNETH	CO	Kenneth	Assistant (NextGen) to the President	Cebu Oversea Hardware Co., Inc.
✓ 15	Mr.	ISIDRO A.	CONSUNJI	Sid	Chair and President	DMCI Holdings, Inc.
✓ 16	Ms.	CHERYL STEPHANIE I.	CRUSE		Vice President	Gallagher Insurance Brokers & Managers, Inc.
✓ 17	Mr.	J.V. EMMANUEL A.	DE DIOS	Jocot	President and CEO	Manila Water Company, Inc.
✓ 18	Dr.	ARTHUR A.	DE GUIA	Art	Senior Consultant	First Philippine Holdings Corporation
✓ 19	Ms.	MARISSA	DE UNGRIA	Marissa	Director and Country Manager	S.C. Johnson & Son, Inc.
✓ 20	Ms.	MA. SALVE I.	DUPLITO	Salve	President	Empower and Transform, OPC
✓ 21	Dr.	LYDIA B.	ECHAUZ	Lydia		
✓ 22	Dr.	IORELLLO R.	ESTUAR	Toto	Chair and President	FR Estuar and Associates
✓ 23	Mr.	PAUL RAYMOND	FAVILA	Paul	CEO	Citibank, N.A.
✓ 24	Mr.	RAPHAEL B.	FELIX	Pete	President and CEO	PHINMA Property Holdings Corporation
✓ 25	Mr.	FERDINAND ABAD	FERRER	Perry	Chair and CEO	GRUPO EMS INC.
✓ 26	Ms.	MA. CRISTINA L.	GO	Ginbee	EVP, Head of Consumer Banking	Bank of the Philippine Islands
✓ 27	Mr.	PATRICK HENRY C.	GO	Buboy	Executive Director	JG Summit Holdings Inc.
✓ 28	Mr.	LANCE Y.	GOKONGWEI	Lance	President and COO	JG Summit Holdings, Inc.
✓ 29	Mr.	TOMAS	GOMEZ IV	Mitch	President and CEO	GM BANK

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✓ 30	Atty.	FELIPE L.	GOZON	Henry	Chair	GMA Network, Inc.
✓ 31	Dr.	JOSE EMMANUEL P.	GUILLERMO	Joel	President and Chief Executive	The Royal Class Group
✓ 32	Mr.	DIWA C.	GUINIGUNDO		Country Analyst	GlobalSource Partners Philippines
✓ 33	Mr.	EDWIN H.	HERNANDEZ	Edwin	President	Jardine Distribution, Inc.
✓ 34	Mr.	EBB	HINCHLIFFE	Ebb	Executive Director	AMCHAM Philippines
✓ 35	Mr.	KANDA	HIROYASU	Hiro	Managing Director and Country Head	Sumitomo Mitsui Banking Corporation - Manila Branch
✓ 36	Mr.	CHRISTOPHER A.	ILAGAN	Chris	Corporate Affairs Lead - Philippines, Malaysia,	PepsiCo, Inc.
✓ 37	Mr.	KEVIN REMOLONA	JARA	Kevin	Director and Head	Colliers
✓ 38	Ms.	JOLINA M.	KAHN	Jols	Partner and Chief Futurist	Management Strategies
✓ 39	Ms.	ELIZABETH H.	LEE	Beth	CEO	EMOTORS INC.
✓ 40	Mr.	JOSE TEODORO K.	LIMCAOCO	TG	President and CEO	Bank of the Philippine Islands (BPI)
✓ 41	Mr.	RENATO M.	LIMJOCO	Rene	International Consultant	
✓ 42	Mr.	BERNIDO H.	LIU	Bernie	Executive Chair	GOLDEN ABC, Inc.
✓ 43	Mr.	EDUARDO LUIS T.	LUY	Ed	President and COO	MacroAsia Corporation
✓ 44	Dr.	CONCHITA L.	MANABAT	Chit	President	Development Center for Finance
✓ 45	Amb.	MEGAWATI	MANAN	Mega	Ambassador	Embassy of Brunei Darussalam in the Philippines
✓ 46	Ms.	SHERISA P.	NUESA	Baby	Chairperson of the Board	Metro Retail Stores Group, Inc
✓ 47	Mr.	ANTONIO R.	OCAMPO JR.	Anthony	President and CEO	First Metro Investment Corporation
✓ 48	Mr.	JOHN PHILIP S.	ORBETA	JP	Chief Human Resources Officer, Chief	ACEN
✓ 49	Atty.	EDUARDO M.	PANGAN	Ed	Partner	Mendoza and Pangan Law Offices
✓ 50	Mr.	VICTOR JOSE ERNESTO O.	PANTANGCO	Jay	Commercial Director	Commercial Director for Business Development of
✓ 51	Consul	ANTON MARI GONZALEZ	PERDICES	Anton	Chair and President	Aboitiz Construction Inc.
✓ 52	Dr.	NICETO S.	POBLADOR	Nick	Retired Professor of Economics and	University of the Philippines
✓ 53	Ms.	LOTIS C.	RAMIN	Lotis	Country President	AstraZeneca Pharmaceutical Philippines
✓ 54	Ms.	NERISSA S.	REYES	Neri	President	AVANTI People Partnership International, Inc.
✓ 55	Mr.	MARC	ROCA	Marc	Founder & CEO	Inversal Inc.
✓ 56	Atty.	RICARDO J.	ROMULO	Dick	Senior Partner	Romulo Mabanta Buenaventura Sayoc & de los Angeles
✓ 57	Prof.	CARLO S.	SAGUN		President	Bayan Family of Foundations
✓ 58	Mr.	ERNESTO C.	SANTIAGO	Ernie	Director	St Peter Life Plan Inc
✓ 59	Dr.	DENNIS P.	SERRANO	Dennis	President and CEO	St. Luke's Medical Center
✓ 60	Ms.	EVELYN R.	SINGSON	Evelyn	Vice Chair and President	Dusit Thani Philippines, Inc.

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✓ 61	Mr.	BENEDICTO C.	SISON	Benedict	CEO and Country Head	Sun Life of Canada (Phils) Inc.
✓ 62	Mr.	GEORGE T.	SIY	George	President	Face & Body Rejuvenation Center, Inc.
✓ 63	Mr.	ANTONIO SY	TAN	Tony	Chair and CEO	LCC Group of Companies
✓ 64	Mr.	STEVEN	TAN	Steven	President and CEO	Bermaz Auto Philippines, Inc.
✓ 65	Mr.	WILLY Q.	TEE TEN	Willy	President and Dealer Principal	Autohub Group
✓ 66	Mr.	SALVADOR G.	TIRONA	Dory	President, COO and CFO	Lopez Holdings Corporation
✓ 67	Mr.	SIMPLICIO P.	UMALI JR.	Jun	President and General Manager	Gardenia Bakeries (Phils.), Inc.
✓ 68	Ms.	LOREANN E.	VILLANUEVA	Lo-ann	Country Manager	Takeda Healthcare Philippines, Inc.
✓ 69	PM	CESAR E.A.	VIRATA	Cesar	Corporate Vice Chair	Rizal Commercial Banking Corporation (RCBC)
✓ 70	Mr.	ALFRED S.	XEREZ-BURGOS III	Alby	President and CEO	Forest Lake Development, Inc. (FLDI)
✓ 71	Mr.	STEVEN ALAIN	YU		Chair and CEO	Alliance Pacific Resources Corporation (Cebu)

Annex C

Inaugural Address of MAP President ALFREDO S. PANLILIO

for the 77th MAP Inaugural Meeting and Induction of the MAP 2025 Board of Governors
January 15, 2025, Wednesday, 11:30 AM to 2:00 PM
Grand Ballroom A & B, Shangri-La The Fort

Introduction

Our Guest Speaker and Inducting Officer, Mr. MANUEL V. PANGILINAN; our distinguished guests from the government, the diplomatic community, the academe and the media; leaders of the various Philippine Business Groups and Foreign Chambers; “MAP Management Person of the Year” Awardees; MAP Past Presidents; Outgoing MAP President RENE ALMENDRAS, MAP Board members, fellow MAP Members; dear friends, my family, good afternoon to all of you!

To MVP, my Boss and my mentor for 24 years, a heartfelt thank you for taking the time and being here. Your brand of Management and Leadership has been visionary, inspiring and insightful. Your unwavering commitment to uplift the plight of our countrymen has left a positive and hopeful imprint in our everyday lives. My years in the MVP Group have provided me with the sound management building blocks which I hope will be helpful in pushing forth and realizing the MAP’s advocacies.

I would also like to thank Sec. RENE ALMENDRAS - - - very hard to follow his big shoes - - - and his Board of Governors for successfully leading the MAP last year. Let us thank Rene for fervently pushing for Relevant Leadership and Member Engagement during his term. Let us give Rene and the outgoing Board a warm round of applause please.

I am deeply honored and grateful to serve as the 77th President of the Management Association of the Philippines. It is humbling to be included in the distinguished roster of past presidents and leaders who have built MAP to what it is today. I am undoubtedly overwhelmed by the breadth and depth of wisdom present here today. The wellspring of expertise and mastery within the MAP serves as inspiration, my push - to give this position my 200 percent.

MAP Theme and Thrusts for 2025

As in the past, MAP’s activities this year will be guided by a theme.

For 2025, we will once again build on MAP’s legacy, its strengths, while forging forward to a relevant and progressive future.

For MAP’s 75th Year, our Diamond Anniversary, we have chosen a theme aligned with MAP’s mission of promoting management excellence for nation-building.

For 2025, the MAP Board of Governors has chosen the theme:

“MANAGEMENT EXCELLENCE FOR A PROGRESSIVE PHILIPPINES”.

To continue and sustain the noteworthy projects that were initiated or implemented by last year’s Board, MAP will continue to pursue the following four thrusts:

- First, Member Engagement,
- Second, Country Competitiveness,
- Third, ESG and Shared Prosperity, and
- Fourth, Investing in the Youth.

Last year, there were 5 thrusts. This year, we will merge to four.

Last year’s Cluster on Innovation, Technology and Digitalization has been merged into the Cluster on Country Competitiveness. Not so much because there is less to do, but because our hope is that in focusing, we sharpen impact.

It will be a bottom-up process, where we will work with the committees with all their initiatives, and these will be presented to the Board.

MEMBER ENGAGEMENT

On MEMBER ENGAGEMENT, we will continue to ensure the relevance of the topics and issues covered in the MAP general membership meetings or GMMs in order to engage the membership in a more meaningful way. We will cover relevant topics and developments so as to benefit the members, their companies and the economy.

We will hold 2 to 3 GMMs outside Metro Manila, so we can engage our members in the Visayas and Mindanao.

Through technology and its proactive application, we will continue enabling virtual participation of members outside Metro Manila in our various activities. This will enable MAP to help expand business and economic development benefits to the rest of the country.

COUNTRY COMPETITIVENESS

On COUNTRY COMPETITIVENESS, we will continue to push for vital policy reforms, through executive or legislative action, that will eliminate corruption, improve the ease of doing business, ensure food security through agricultural productivity, and sustain an enabling business environment for local and foreign investors. The aspiration is to attract

greater and more diverse job-creating investments for more Filipinos to be gainfully employed.

ESG AND SHARED PROSPERITY

On ESG AND SHARED PROSPERITY, we will continue advancing Environmental, Social and Governance principles and fostering Shared Prosperity as a key strategic thrust for the year. By integrating sustainable practices, promoting ethical leadership, and driving inclusive growth, we aim to create long-term value for MAP members and all other stakeholders. We will continue pushing for the discourse and activities to champion responsible business, uplift communities, and contribute to a resilient and equitable future for the Philippines.

INVESTING IN THE YOUTH

On INVESTING IN THE YOUTH, we will continue the Campaign Against Malnutrition And Child Stunting or CAMACS and we will continue advocating for government and the private sector to pursue relevant education, health and wellness programs, particularly for the youth. The objective is for the youth to become productive members of society, with competitive skills and capacity that will ensure a progressive economy of the future.

MAP Members’ Top 7 Concerns for 2025

We did a survey late last year, and we will certainly address the top 7 concerns of MAP members and they are as follows:

1. Corruption
2. Education
3. Economy
4. Ease of Doing Business
5. Climate Change
6. Cybersecurity
7. Dealing with LGUs

Please note that all your top 7 concerns will be directly addressed by the 4 thrusts that I have explained.

To address Corruption and Ease of Doing Business, where Rene did a good job last year, we will continue to participate actively in the programs of the Anti-Red Tape Authority or ARTA.

Working with MAP Committees under 4 Clusters

In general, we will build on MAP’s ongoing activities that benefit our members and other stakeholders.

While focusing on the 4 main thrusts, we will continue to pursue other advocacies and programs to adapt to developments in the domestic and global landscape.

Your 2025 Board will work with the 25 MAP committees which shall be grouped according to our 4 main thrusts for 2025:

1. The MEMBER ENGAGEMENT group will be headed by yours truly, VP MIKE TOLEDO and NOEL BONOAN.
2. The COUNTRY COMPETITIVENESS group will be headed by RENE ALMENDRAS and GIL GENIO.
3. The ESG AND SHARED PROSPERITY group will be led by REX DRILON II.
4. The group of INVESTING IN THE YOUTH will be handled by PAOLO BORROMEO and MAAN HONTIVEROS.

Rationalization of the 2025 Committees

The Board has approved the following rationalization of the 2025 committees:

1. The Ethics Committee will be a regular Committee in 2025 with MAP Past President BABES SINGSON as the Chair.
2. The NextGen Committee will be transferred from the Innovation, Technology and Digitalization Cluster to the Member Engagement Cluster.
3. The Diversity, Equity and Inclusion or DEI Committee will be moved from the ESG and Shared Prosperity Cluster to the Country Competitiveness Cluster.
4. The ICT Committee will be transferred from the Innovation, Technology and Digitalization Cluster to the Country Competitiveness Cluster.
5. The Tech Start-up Committee will be merged with the ICT Committee.
6. The Board Committee on Audit and Risk will have NOEL BONOAN as Chair.
7. The Board Committee on Governance will have REX DRILON as Chair.

MAP 75th Anniversary Activities

As I mentioned earlier, MAP is turning 75 this year and we have lined up the following activities, among others, to commemorate this very important landmark in the history of our Association:

1. We will have an Anniversary Dinner - Concert with the Manila Symphony Orchestra in July 2025.
2. We will develop an updated MAP video that can be used in succeeding years, regardless of who the next MAP President will be. So it will be a timeless video for the Association. We hope to launch the new MAP Video during the Anniversary Dinner.

We will certainly have other activities in celebration of this milestone. And definitely, we will announce all these in due time as we are able to develop the said programs.

Extro


Before I close, I'd like to assure everyone that on our Diamond Year, we will not just commemorate the past – we will fortify and lay the seeds in shaping the next 75 years and beyond.


We, in the Board - - - hand in hand with each one of you, our MAP members, particularly all the Committee Chairs and Vice Chairs - - - know that with your active participation and support, 2025 will see the realization of these goals into real change and meaningful impact.

Thank you for your trust, your passion, and your commitment. Let's make 2025 a year of progress – not just for MAP, but for the Philippines.

Mabuhay ang MAP!

Annex D

 **MAP**



CITATION

confers the

MAP Management Person of the Year 2025

Award

on

Mr. HANS T. SY

**Chair of the Executive Committee
SM Prime Holdings, Inc.**

for his lifelong commitment to environmental stewardship, social inclusion, good governance and resilience (ESG+R), establishing SM Prime as a benchmark for sustainable and resilient urban development;

for championing people-centered leadership and diversity by fostering a corporate culture that promotes employee welfare, professional development and work-life balance, while building an organization that exemplifies the UN Global Compact Women's Empowerment Principles;

for spearheading innovative and sustainable retail development which continuously provides growth opportunities for MSMEs, local government units, and the communities where SM malls operate;

for helping shape global and local guidance on integrating disaster risk reduction into core business strategies by representing the Philippines in the UN International Strategy for Disaster Reduction, and by founding ARISE Philippines;


for raising the Philippine flag with pride in other countries like China, and proving that Filipino companies can compete successfully with global big brands;


for broadening access to quality education and athletic excellence by nurturing the National University (NU) and supporting other broad-based initiatives that shape future generations;


for personally supporting vulnerable children through Child Haus which provides critical healthcare and hope to indigent children with cancer; and

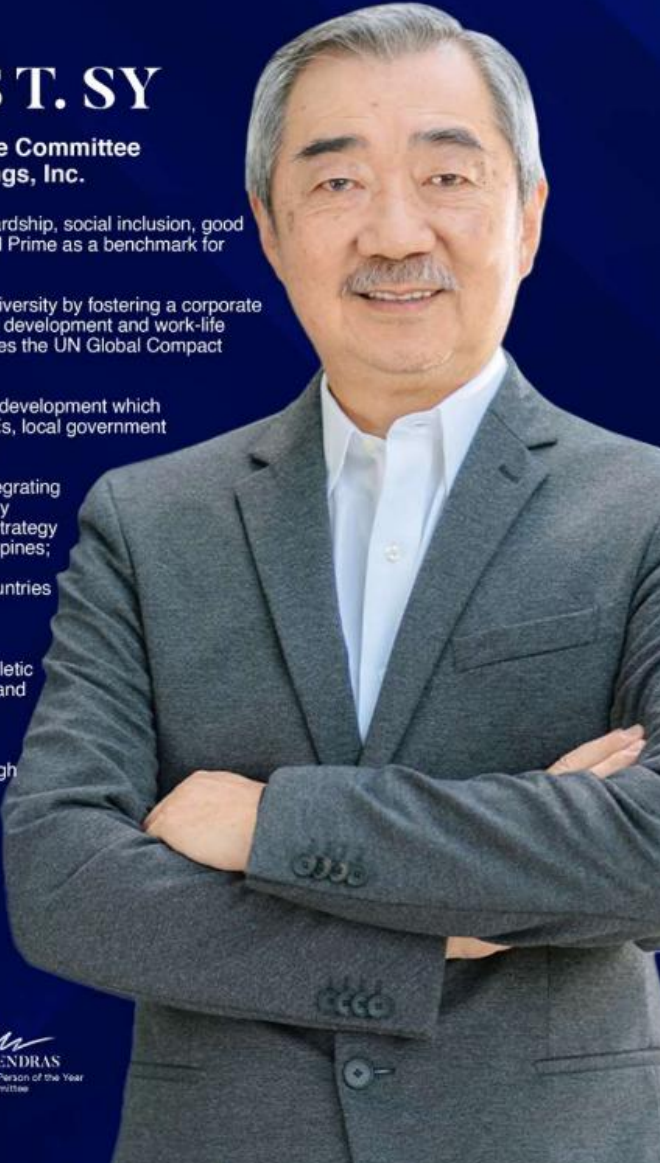
for his personal contributions to shaping national values and inspiring others through his unwavering integrity, exceptional managerial competence and visionary leadership.

Awarded this 24th day of November 2025 at
Shangri-La The Fort in Taguig City.


LILIA B. DELIMA
Chair, MAP Management Person of the Year
JUDGING Committee


RENE D. ALMENDRAS
Chair, MAP Management Person of the Year
SEARCH Committee


ALFRIDO S. PANLILIO
MAP President



ANNEX E

The SM Journey: Why Values and ESG+R matter

Hans T. Sy

*(Acceptance Speech of the author as the “MAP Management Person of the Year 2025”
Awardee on November 24, 2025.)*

SM was once condemned for cutting down trees in Baguio City. Today, I want to tell you why that was the right decision, and what it taught me about leadership.

Across SM Baguio is the University of the Cordilleras, the oldest post-war university in the region. It sits on a hillside and serves thousands of students.

In 2012, I noticed signs of potential soil erosion on the slope above the campus, where our mall stands. Each rainfall risked sending soil toward the classrooms below. I could not sleep knowing the danger it posed to the school.

The only way to keep the campus safe was to build a retaining wall and reinforce the ground. That required the removal and relocation of several trees in the SM Baguio property.

As someone who has long cared about the environment, it was a very hard decision to make.

Unfortunately, many saw the act but not the intent.

Despite our efforts to explain the situation, many accused SM of betraying the environment for financial gain. The reactions were harsh. A foreign artist even cancelled a concert at our arena in protest.

We finished the work anyway. The hillside held, and the school remains safe. That choice—of doing what is right, even when unpopular—sharpened my understanding of leadership.

The incident also led to a truly unexpected blessing. I had a meaningful exchange with the head of the United Nations Office for Disaster Risk Reduction (UN DRR).

One conversation led to another, and soon after, I was invited to serve as the first Filipino private sector representative to the UN DRR.

Through ARISE Global, I am able to share what SM has quietly practiced since the late 1980s: forward thinking and resilience.

I now work across sectors to help communities prepare and recover faster from calamities.

The Philippines sits in the Pacific Ring of Fire and the typhoon belt. We deal with earthquakes, volcanic eruptions, and storms on a regular basis.

For 21 consecutive years, our country has been named the world’s most disaster-prone nation. Our geography has made our reality tougher than most countries.

To some, that might be reason enough to leave the Philippines. But my family and I—we chose to stay.

I am 70 years old now. And I still hold only one passport, a Philippine passport. That is both a fact and a statement of faith. Despite the risks, the noise, and the many uncertainties, I have never doubted our country’s promise or the strength of the Filipino spirit.

Our nation is not perfect. Our people are not perfect. Yet many of us remain here and keep going, because we believe that hope is stronger than hardship.

That life in the Philippines, no matter how difficult, is worth the struggle. And that in time, things do get better.

It is hard to imagine now, but SM was built on hardship and hope. My grandfather got my father to dream big, not just to lift himself from poverty, but to earn more than enough to help others.

So from a single shoe store in downtown Manila, SM now has an ecosystem that includes real estate, banks, retail, schools and more.

Our scale has allowed us to turn growth into service, generating jobs, building infrastructure, and supporting scholars and livelihoods nationwide.

The SM journey has not been linear.

We have been tested by political unrest, economic challenges and natural disasters. A pandemic even closed our malls.

After each test, we came out stronger. Not because we were spared, but because we learned, adapted, and dreamt bigger.

We were able to navigate those moments because two constants guided our choices: our values and our sustainability framework.

In our family, we live by three core values: integrity, hard work, and humility. These are the same values we teach our people.

Let me go through each one.

We have a very simple definition of integrity. My father would always say, “Whatever decision we make, we should be able to eat and sleep well.”

That belief guided SM’s response to the pandemic.

Three days after the lockdown was announced, we decided to waive rent for our mall tenants nationwide. We did not wait for a government directive. We just knew that it was the right thing to do.

By the end of 2020, we had extended over PhP23 Billion in rental concessions. Our income fell, but thousands of small businesses survived and jobs were protected.

The financial risk we faced was real. But we made that call because that is how we were raised.

Working hard is second nature to our family. We were raised to believe that there is dignity in every kind of work.

My siblings and I still follow that rule today. We are in the office or on-site six days a week. But I would not really call it work. It is what we love to do.

We enjoy meeting people, listening to customers, and learning from our employees. Each visit reminds us that there is always something to improve, and be grateful for.

I would also like to think that this is why none of us look our age.

Humility—and the simplicity that comes with it—has guided our family for three generations.

When they were young, my children brought packed lunches to school. They had no allowance until they were old enough to understand the value of money.

I remember my eldest son, Chico, once telling me that his five-peso weekly allowance in Grade 5 was not enough to buy soft drinks at the canteen.

I told him, “You can, if you save your allowance for two weeks.” It was a brief conversation, but the lesson stayed with him to this day.

At SM Prime, our sustainability framework is simple yet grounded in decades of experience.

We call it ESG+R, or Environmental Stewardship, Social Inclusion, Good Governance, plus Resilience.

In 2006, a documentary changed the way I viewed the environment.

Watching Al Gore’s “An Inconvenient Truth” made me realize that we could no longer just talk about climate change.

We had to do more. So we did.

We began recycling water as early as the 1990s at SM Megamall. It was the more costly choice back then. But as climate risks grew, we kept expanding our efforts.

Today, water stewardship is practiced across our malls. We manage stormwater through large rainwater tanks, and use smart fixtures and waterless urinals to conserve water.

We elevated our properties to reduce flooding and strengthened our roofs to withstand stronger typhoons. That allowed us to turn our rooftops into solar fields.

Last November 8, we reached 100 megawatt peak capacity. And we intend to keep going.

Our commitment to social inclusion began in 2004, when a 15-year-old boy on the autism spectrum got lost in one of our malls.

The noise, crowds and unfamiliar setting overwhelmed him, causing anxiety and an outburst.

One security personnel mistook this for unruly behavior and waved him off. Thankfully, other guards helped his family find him.

That event transformed the way we served our customers. It taught us that inclusion begins with awareness, but only matters when it leads to action.

Since then, we have worked to make our people and spaces more compassionate.

Our teams undergo continuous sensitivity training to better assist persons with autism, Down syndrome, and other disabilities.

Our malls have golf carts, resting areas, accessible paths, and family-friendly spaces so everyone—regardless of age and ability—can move around with ease.

Inclusion also extends to how we run our companies.

At SM, family members and professional managers work together with a shared commitment to good governance. It guides how we make decisions and how we choose our leaders.

Our company presidents are non-relatives chosen for their expertise and integrity, whether they grew within the organization or joined from outside.

We also have independent directors who are leaders in their fields, and respected in both business and public service.

Their common denominator is a deep sense of malasakit and accountability, grounded in the values that have shaped SM from the beginning.

Last in the equation is resilience, which began not as a concept but as an experience.

In 1988, a fire raged for four days and gutted SM Makati. It was one of the hardest moments of my life. I will never forget it because it happened on my mother’s birthday.

My father asked me to oversee the rebuilding of the store. When I went to the site during clearing operations, the heat was intense.

The air was thick with smoke and ashes, and nothing could be salvaged. I told myself that no one should ever have to go through that.

From then on, safety became a personal mission.

In every SM property, we installed sprinkler systems, even before it was a requirement.

We improved our design and planning by using both data and experience. We learned from every incident, no matter how small.

That fire, while scary and traumatic, taught me the importance of prevention and preparedness.

The events of the past few weeks remind us why values and ESG+R matter. They also show how losing integrity—at a time when we are building climate resilience—can have serious consequences.

Like everyone here, I am affected by what is happening. It is painful to see our country suffer because of the faults of a few.

But when the road gets rough, you do not stop and turn back. You keep your hands on the wheel and stay the course.

We in the private sector have a responsibility to create value, opportunity, and stability. That duty does not disappear when times are difficult. This is when it matters most.

In the 1970s, when capital was leaving the country, my father chose a different path. He kept his money in the Philippines and invested in the expansion of SM Makati. It was a bold choice, but it was the right one.

We are making the same choice today. Despite the weak sentiment and perceived risks, the SM Group continues to invest and believe in the Philippines.

Nation-building is hard work. But if we do what is right, even when it is difficult or unpopular, we can build a future where Filipinos live with dignity and hope.

Receiving this award is both an honor and a responsibility. It is a reminder to do more for our country.

With this in mind, I will devote more time and resources to help strengthen the Philippines. I will focus on the areas where I can make a meaningful difference.

First, education. At the National University, we will continue expanding access to affordable, quality learning. Our goal is to reach 100,000 students by 2027, by opening more campuses and offering more courses.

Second, resilience. Through ARISE Philippines, we will keep working with LGUs to strengthen disaster preparedness and climate adaptation. We cannot stop natural calamities, but we can prevent them from causing greater harm.

Third, community rebuilding. The Cebu earthquake damaged homes in SM Cares Village. After relocating the affected families and listening to the residents, we chose not to rebuild. Instead, we will build a church for the community.

And finally, the future. We will keep investing in developments that reflect what Filipinos truly deserve: smart cities, sustainable communities, modern infrastructure, and green spaces that promote progress, inclusivity, and well-being.

With these efforts, I hope to honor the privilege I have been given, and the legacy of my father.

As I close, I want to thank the people who made this recognition possible.

The MAP Board of Governors led by President Al Panlilio, as well as the members of the Search and Judging committees.

My wife and children for their unconditional love, support, and understanding.

My siblings, who have given so much of themselves to realize our father’s dreams, and who have stood by our family through every challenge.

Our employees and professional managers for their hard work, discipline, and commitment to delivering the SM magic to our customers every day.

Our customers, tenants, suppliers, and stakeholders, for allowing SM to be part of their daily lives and success.

Most of all, to my father who taught me everything I know and my mother who raised me to be the person I am today.

Thank you.

(The author is Management Association of the Philippines’ “MAP Management Person of the Year 2025” Awardee. He is the Chairman of the Executive Committee of SM Prime Holdings, Inc. Feedback at <map@map.org.ph> and <info@smprime.com>).