

MEMORANDUM

To: All Team Members

From: Jardine Gerodias, Chairman

Date: July 21, 2025

Subject: Updated Organizational Structure and Leadership Assignments

In line with our continued growth and alignment with our strategic priorities, we are updating the leadership oversight effective Monday, July 21, 2025. These changes are aimed at strengthening cross-functional coordination and sharpening our focus across key areas of the business.

Below is the updated leadership organizational structure:

- **Jardine Gerodias**, Chairman
Will directly oversee **Client Growth** and **Brand and Marketing + Culture Curator/HR Teams**.
This will ensure close integration between business development, market positioning, culture and client acquisition efforts. The goal is to drive strong, sustainable growth while reinforcing our brand and value proposition across all channels.
- **Mia Rosalem**, Chief Strategy Officer (CSO)
Will oversee **Warehouse, Logistics**, and **Knowledge Transfer**.
With her strategic lens, Mia will focus on ensuring our operational hubs are aligned, scalable, and continuously improving. She will also lead the development of a stronger training culture to improve readiness, compliance, and safety. She will also focus on the customer experience and journey
- **Marco Mejia**, Chief Operating Officer (COO)
Will oversee **Workforce, Finance, Cash Conversion Cycle (CCC) and Tech**
Marco will continue to ensure operational efficiency by focusing on workforce support, financial stability, and seamless payroll-to-collection systems. This alignment will help improve internal processes and accountability across these pillars.

We trust that this structure will help us operate with greater clarity and focus. Let's continue to collaborate and support each other as we deliver excellence in service to our partners and customers.

For any questions or clarifications, feel free to reach out directly to your respective team heads. Let's keep moving forward, together.



Jardine Gerodias
Chairman
EXPEDISE PH



WAREHOUSE

LOGISTICS

Training

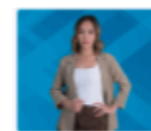


Culture Curator
Brand & Marketing

Client Growth



Tech



CCC

FINANCE
Micro Financial Services

WORKFORCE
Talent Acquisition
Customer Care