COVER SHEET

												5	2	1	3							1
														S.E.	C. Re	gistı	atio	n Nu	mbe	r		
G	М	Α	1	N	E	Т	w	О	R	K	1	li .	N	C.	I	1	1	I		1	I	1
_	I	<u> ^ </u>		1	<u> </u>	• 	1 44	1	1	I	1] • 	IN	<u> U.</u>	<u> </u> 	<u> </u>	1	<u> </u>	1	1	<u> </u>] 7
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>]	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>]
	<u> </u>																					
	l																			1		
														•					•	-I		-1
(Company's Full Name)																						
G	М	Α		N	E	Т	W	О	R	K	I	С	E	N	Т	Е	R			1		1
E	D	S	Α		С	О	R	N	E	R	Ì	Т	Ī	М	О	G		Α	V	E.		1
	1_	1-	1-	1	1 -	1			1							1-		1				7
D	ļ I	L	I	M	Α	N		Q	U	Е	Z	0	N		С	I	Т	Υ				
										_												_
					Chic											8	982	-777	77			
			C	Contac	t Per	son																
									1	7	-	С]			
Мо	nth -)ay						FO	RM T	YPE						onth			ay	
	Fis	scal Y	'ear											1				Annu	ial Me	eting	S	
							Se	cond	ary Li	icense	э Тур	e, If <i>A</i>	Applic	able								
	1		1																			1
D	ept.	Requi	」 iring t	this D	oc.										Amen	ded A	rticle	s Nur	nber/	Section	n	1
					7											1						1
To	otal N	No. of	Stoc	khold	_ lers						Domestic Foreign						J					
																			•	5		
						To	be ac	comr	olieha	d by 9	SEC E	Pareni	nnel c	oncai	rnad							
						10	ue at	CONF	mone	а Бу	JLU F	C150	iniei C	JIICEI	iieu							
																			_			
				File N	Numb	er								L	CU							
	Ī				I	I	I		I	7												
	1	1		Docun	nent l	.D.	1	1	1	_				Cas	shier				_			
										_												
1										i												
				STA	MF	S				•												
										!												

SECURITIES AND EXCHANGE COMMISSION

SEC FORM 17-C

CURRENT REPORT UNDER SECTION 17 OF THE SECURITIES REGULATION CODE AND SRC RULE 17.2(c) THEREUNDER

1.	December 9, 2023 Date of Report (Date of earliest event reported)
2.	5213 000-917-916 SEC Identification Number 3. BIR Tax Identification No.
4.	GMA NETWORK, INC. Exact name of issuer as specified in its charter
5.	PHILIPPINES 6. (SEC Use Only)
	Province, country or other jurisdiction of Industry Classification Code: incorporation
7.	GMA Network Center, Timog Avenue corner EDSA, Diliman QC Address of principal office Postal Code
8.	(632) 8982-7777 Issuer's telephone number, including area code
9.	NOT APPLICABLE Former name or former address, if changed since last report
10	Securities registered pursuant to Sections 8 and 12 of the SPC or Sections 4 and 8 of the DCA

Title of Each Class of Securities

Number of Shares of Common Stock Outstanding and Amount of Debt Outstanding

Preferred Shares Common Shares

7,500,000,000 3,364,692,000

11. Indicate the item numbers reported herein:

ITEM 9. OTHER MATTERS

During the special meeting of the Board held today, the following were approved;

- Retirement of Felipe L. Gozon as Chief Executive Officer effective on December 31, 2023, his appointment as Adviser to the Corporation, and Confirmation of his appointment as Chairman of the Programming Committee effective on January 1, 2024
- Appointment of Gilberto R. Duavit, Jr. as Chief Executive Officer of the Corporation effective on January 1, 2024
- 3. Appointment of Joel Marcelo G. Jimenez as Chairman of the Executive Committee effective on January 1, 2024
- 4. Amendment of By-Laws (please refer to the attached Annex)

SIGNATURES

Pursuant to the requirements of the Securities Regulation Code, the issuer has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

GMA NETWORK, INC.

Issuer

December 9, 2023

Date

By:

Ayahl Ari Augusto P. Chio FVP - Administration and IR

Matrix o	of Pertinent Proposed Amendm	ent of the By-Laws of GMA Netw	vork, Inc. and the Reasons Therefor
Pertinent	From	To (with corresponding	Reason
Article/Section		amendments underscored below)	
ARTICLE V OFF	ICERS		
Section 1.			(a) To reflect the updated designations of
Designations	annually, at their first	annually, at their first meeting,	Chairman, President, CEO and COO, as
	meeting, elect the following	elect the following officers:	separate officer positions in the Company,
	officers:		subject to further provisions in the Amended
		1. Chairman of the Board	By-Laws as amended and approved; (b) to
	1. Chairman of the Board	of Directors	delete references to "Chairman/CEO" and
	of Directors	2. Chief Executive Officer	"President/COO" in the relevant provisions
	2. Chief Executive Officer	3. President	of the Amended By-Laws; (c) to allow for the
	3. President	4. Chief Operating Officer	updated position of "President/CEO" in the
	4. Chief Operating	<u>(please see Amended</u>	Company; and (d) to provide for the separate
	Officer	Annex "A" for the	powers and duties of COO in the Company
	5. Chief Financial Officer	powers and duties of a	
	(please see Annex "A"	Chief Operating Officer)	
	for the powers and	5. Chief Financial Officer	
	duties of a Chief	(please see <u>Amended</u>	
	Financial Officer)	Annex "A" for the	
	6. Chief Marketing	powers and duties of a	
	Officer (please see	Chief Financial Officer)	
	Annex "A" for the	6. Chief Marketing Officer	
	powers and duties of a	(please see <u>Amended</u>	
	Chief Financial	Annex "A" for the	
	Officer)	powers and duties of a	
	7. Executive Vice	Chief Marketing Officer)	
	President (please see	7. Executive Vice President	
	Annex "A" for the	(please see <u>Amended</u>	
	powers and duties of	Annex "A" for the	

- Executive Vice-President)
- 8. Senior Vice-President (please see Annex "A" for the powers and duties of a Senior Vice-President)
- 9. First Vice-President (please see Annex "A" for the powers and duties of a First Vice-President)
- 10. Vice-Presidents, Senior Assistant Vice-President and Assistant Vice-President
- 11. Division Head (please see Annex "A" for the powers and duties of a Division Head)
- 12. Corporate Secretary and Assistant Corporate Secretary, and
- 13. Treasurer.

- powers and duties of an Executive Vice-President)
- 8. Senior Vice-President Amended (please see "A" for the Annex powers and duties of a Senior Vice-President)
- Vice-President 9. First (please see Amended Annex "A" for the powers and duties of a First Vice-President)
- 10. Vice-President, Senior Assistant Vice-President Assistant Viceand President
- 11. Division Head (please see Amended Annex "A" for the powers and duties of a Division Head)
- 12. Corporate Secretary and Assistant Corporate Secretary, and
- 13. Treasurer.

The Board shall also from The Board shall also from time time to time appoint such to time appoint such other other officers and agents as it officers and agents as it may

may deem proper. Except the
Chairman and President, the
other officers need not be
stockholders. Any two
offices, except those
incompatible with each other,
may be held by the same
person. The Secretary and
Assistant Secretary, if any,
shall be residents and citizens
of the Philippines. Every
officer shall hold office only
during the pleasure of the
Board of Directors, and all
vacancies occurring among
such other officer by death,
removal, resignation or
disability shall be filled by the
Board of Directors. (as
amended on March 4, 2013,
November 18, 2013 and
March 25, 2022)
,
The Chairman of the Board

deem proper. Except Chairman and President, the other officers need not be stockholders. Any two offices, except those incompatible with each other, may be held by the same person. The Secretary and Assistant Secretary, if any, shall be residents and citizens of the Philippines. Every officer shall hold office only during the pleasure of the Board of Directors, and all vacancies occurring among such other officer by death, removal, resignation or disability shall be filled by the Board of Directors. (As amended on March 4, 2013, November 18, 2013, March 25, 2022 and December 9, 2023)

Section 4. Chairman of the Board of Directors

The Chairman of the Board who must be a director shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall be the Chief Executive Officer and shall have the following powers and duties:

The Chairman of the Board who must be a director shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall also perform such other functions and duties as may be delegated to him by the Board of

(a) To reflect the updated designations of Chairman of the Board of Directors as separate from the position of CEO; (b) to delete references to "Chairman/CEO" in the relevant provisions of the Amended By-Laws; and, (c) to provide for the updated powers and duties of the Chairman of the Board of Directors in the Company

	Directors. (As amended of	on	
(a) Execute on behalf			
of the Corporation			
contracts and			
agreements which			
the said			
Corporation may			
enter into;			
(b) Sign, endorse and			
deliver, in			
conjunction with			
other officials			
whom the Board			
may designate, all			
checks, drafts, bills			
of exchange,			
promissory notes			
and orders of			
payments or sums			
of money in the			
name and on behalf			
of the Corporation;			
(c) Submit an annual			
report of the			
Corporation to the			
Board of Directors			
and at such other			
times as the latter			
may request, and			
an annual report to			
the stockholders at			
the annual			

	meetings; (d) Appoint employees below the level of Assistant Vice- President; Exercise		
	such other power and perform such		
	other duties as the		
	Board of Directors may from time to		
	time fix or delegate.		
	(As amended on October 28, 2010.)		
C (F TEI	,	T D '1 (1 ' 1 (11	
Section 5. The President	The President who is elected by the Board from among	The President who is elected by the Board from among their	(a) To reflect the updated designation and powers and duties of the President as the
Trestacia	their members shall be the	members shall be the Chief	CEO of the Company; (b) to delete references
	Chief Operating Officer.	Executive Officer.	to "President/COO" in the relevant provisions of the Amended By-Laws
	In the absence of the	In the absence of the Chairman	provisions of the American by-Laws
	Chairman of the Board/CEO,	of the Board, he shall preside at	
	he shall preside at all	all meetings of the Board and of	
	meetings of the Board and of	the stockholders at which he	
	the stockholders at which he	shall be present. He shall have	
	shall be present. He shall have the following powers and	the following powers and duties:	
	duties:	duties.	
	daties	(a) Execute on behalf of	
	(a) Oversee the day to	the Corporation	
	day operations of	<u>contracts</u> and	
	the corporation;	agreements which	
	(b) As may be	the said Corporation	

authorized by the may enter into; Chairman/CEO or (b) Sign, endorse and deliver. the Board in with Directors, execute conjunction other officials whom on behalf of the Corporation Board the may designate, all checks, contracts and agreements which drafts, bills of the said exchange, Corporation promissory may notes orders enter into; and of (c) Sign, endorse and payments or sums of money in the name deliver, in with and on behalf of the conjunction other officials Corporation; whom the Board (c) Submit an annual of may designate, all the report Corporation to the checks, drafts, bills of exchange, Board of Directors and at such other promissory notes orders times as the latter and may request, and an payments or sums of money in the annual report to the stockholders at the name and on behalf of the Corporation; annual meetings; (d) Exercise such other (d) Appoint employees power and perform below the level of such other duties as Assistant Vicethe President; Chairman/CEO or (e) Exercise such other power and perform Board of Directors may from time to such other duties as

	time fix or delegate.	the Board of	
	(As amended on	Directors may from	
	October 28, 2010)	time to time fix or	
	October 20, 2010)	delegate. (As	
		amended on	
		December 9, 2023)	
ANNEY A OF THE A	MENDED BY-LAWS	December 7, 2023)	
Chief Operating	IVIENDED DI-LAVVS	The Chief Operating Officer	New provision to reflect the COO position as
Officer		who is elected by the Board	a separate position from President, and to
Officer		shall be an Executive Vice-	harmonize with the updated position and
		President. He shall have the	duties of President/CEO
		following powers and duties:	duties of Fresident/CEO
		tollowing powers and duties.	
		(a) Assist in overseeing	
		(a) <u>Assist in overseeing</u> the day to day	
		operations of the	
		Company;	
		(b) As may be authorized	
		by the	
		President/CEO or the	
		Board of Directors,	
		execute on behalf of	
		the Company	
		contracts and	
		agreements which the	
		said Corporation may	
		enter into;	
		(c) As may be authorized	
		by the	
		President/CEO or the	
		Board of Directors,	
		sign, endorse and	

			<u>deliver,</u> in	
			<u>conjunction</u> with	
			other officials whom	
			the Board may	
			designate, all checks,	
			drafts, bills of	
			exchange, promissory	
			notes and orders of	
			payments or sums of	
			money in the name	
			and on behalf of the	
			Company;	
			(d) Exercise such other	
			power and perform	
			such other duties as	
			the President/CEO or	
			Board of Directors	
			may from time to time	
			fix or delegate.	
Chief Fina	ance	The Chief Finance Officer	The Chief Finance Officer who	(a) To harmonize with the updated powers
Officer		who is elected by the Board	is elected by the Board shall	and duties of the Chairman of the Board of
		shall be the Executive Vice-	have the following powers and	Directors and the President/CEO, (b) to
		President. He shall have the	duties:	allow flexibility in the appointment/election
		following powers and duties:		of the CFO in the future; i.e., in that the CFO
		01	(a) Assist the	does not necessarily have to be the/an EVP,
		(a) Assist the	President/ <u>CEO</u> on all	can be an SVP, (c) to correct a typographical
		President/COO on all	strategic and tactical	error under item (n), and (d) to harmonize
		strategic and tactical		with the responsibilities of other frontline
		matters as they impact	_	officers, insofar as the new proposed
		budget management,	1	additional responsibility of the CFO under
		cost benefit analysis,	benefit analysis,	
			1 22 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	

	forecasting needs and		forecasting needs and
	the securing of		the securing of
	funding		funding
	requirements;		requirements;
(b)	Assist the	(b)	Assist the
	President/COO in	(0)	President/CEO in
	identifying new		identifying new
	business		business
	opportunities and		opportunities and
	,* *		
	determining cost effectiveness of new		determining cost effectiveness of new
	programs/products and services;		programs/products and services;
(a)	′	(a)	·
(c)	1 1	(c)	1 1
	President/COO in		President/ <u>CEO</u> in
	implementing the		implementing the
	mission of the		mission of the
	organization and		organization and
	attaining its vision by		attaining its vision by
(1)	identifying strategies;	(1)	identifying strategies;
(d)	Ensure the timely	(d)	Ensure the timely
	implementation of		implementation of
	business/finance		business/finance
	strategies through		strategies through
	functional objectives;	/ \	functional objectives;
(e)	Ensure the financial	(e)	Ensure the financial
	well-being of the		well-being of the
	Company by applying		Company by
	sound financial		applying sound
	practices, processes,		financial practices,
	and		processes, and
	finance/accounting		finance/accounting

40	services;	(6)	services;	
(f)	Analyze economic	(f)	Analyze economic	
	trends and relevant		trends and relevant	
	information/data and		information/data	
	identify revenue		and identify revenue	
	opportunities;		opportunities;	
(g)	Enforce operational	(g)	Enforce operational	
	efficiencies, cost		efficiencies, cost	
	reduction, systems		reduction, systems	
	enhancement;		enhancement;	
(h)	Monitor financial	(h)	Monitor financial	
	performance by	()	performance by	
	measuring and		measuring and	
	analyzing results,		analyzing results,	
	initiate corrective		initiate corrective	
	actions as needed, and		actions as needed,	
	minimizing the		and minimizing the	
	impact of variances;		impact of variances;	
(i)	Oversee the finance	(i)	Oversee the finance	
(-)	unit of the	(-)	unit of the	
	organization and		organization and	
	ensure that all finance		ensure that all finance	
	and accounting-		and accounting-	
	related functions are		related functions are	
	carried out efficiently;		carried out efficiently;	
(j)	Develop and maintain	(j)	Develop and	
l W		(J)	1	
	systems of internal		maintain systems of	
	controls to safeguard		internal controls to	
	financial assets and		safeguard financial	
	fixed assets of the		assets and fixed assets	
/4.\	organization;	/1 \	of the organization;	
(k)	Ensure that audit	(k)	Ensure that audit	

	. 1 1		. 1 1	
	issues are resolved		issues are resolved	
	and compliance		and compliance	
	requirements are met;	<i></i> .	requirements are met;	
$ \qquad (1)$	Oversee the	(1)	Oversee the	
	management and		management and	
	coordination of all		coordination of all	
	fiscal reporting		fiscal reporting	
	activities for the		activities for the	
	organization		organization	
	including:		including:	
	organizational		organizational	
	revenue/expense and		revenue/expense and	
	balance sheet reports,		balance sheet reports,	
	reports to funding		reports to funding	
	agencies,		agencies,	
	development and		development and	
	monitoring of		monitoring of	
	organizational and		organizational and	
	contract/grant		contract/grant	
	budgets;		budgets;	
(m)	Oversee the	(m)	Oversee the	
	administration and	\ /	administration and	
	financial reporting of		financial reporting of	
	the organization's		the organization's	
	Retirement Plan;		Retirement Plan;	
(n)	Evaluate and	(n)	Evaluate and	
	investigate cost-	\ /	investigate cost-	
	effective plans and		effective plans and	
	other fringe benefits		other fringe benefits	
	which the		which the	
	organization may		organization may	
	officer employees and		offer employees and	

	potential employees with the goal of attracting and retaining qualified individuals.	with the goal of attracting and	
Chief Marketing Officer	The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:	who is elected by the Board and	To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO
	(a) Responsible for the Company's business growth and revenue generation by planning, developing, implementing and monitoring the overall business marketing strategy in line with the Company's business objectives, that gives the Company a competitive advantage; (b) Develop and	Company's business growth and revenue generation by planning, developing, implementing and monitoring the overall business marketing strategy in line with the Company's business objectives, that gives the Company a competitive advantage;	
	advantage;	advantage;	

			
	visions and mission of		visions and mission
	the Group and ensure		of the Group and
	that these are aligned		ensure that these are
	with the Company's		aligned with the
	vision and mission;		Company's vision
(c)	Set the overall		and mission;
	direction of the Group	(c)	Set the overall
	and ensure that this	()	direction of the
	direction supports the		Group and ensure
	Company's		that this direction
	goals/objectives;		supports the
(d)	Develop the structure		Company's
	of the Company's		goals/objectives;
	Sales and Marketing	(d)	Develop the structure
	department,	\ /	of the Company's
	developing sales		Sales and Marketing
	strategies and		department,
	marketing campaign		developing sales
	ideas and		strategies and
	coordinating		marketing campaign
	marketing efforts with		ideas and
	the Company's		coordinating
	financial and		marketing efforts
	branding goals;		with the Company's
(e)	Oversee the		financial and
	Company's overall		branding goals;
	sales and marketing	(e)	Oversee the
	strategies;	` /	Company's overall
(f)	Take lead in		sales and marketing
	marketing and selling		strategies;
	the free-to-air	(f)	Take lead in
	broadcast TV, radio	` '	marketing and selling

- and digital platforms of the Company, to generate as much revenues as possible from such platforms and its programs and determine and the recommend optimum prices to be charged for such platforms in light of relevant circumstances; revenue sources and provide direction on how sales
- (g) Analyze revenue sources and provide direction on how sales and marketing could help generate the highest possible revenue for the Company;
- (h) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;
- (i) Evaluate the performance of the Sales and Marketing Heads of the Group;
- (j) Oversee the daily

- the free-to-air broadcast TV, radio and digital platforms of the Company, to generate as much revenues as possible from such platforms and its programs and to determine and recommend the optimum prices to be charged for such platforms in light of relevant circumstances;
- (g) Analyze revenue sources and provide direction on how sales and marketing could help generate the highest possible revenue for the Company;
- (h) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;
- (i) Evaluate the performance of the Sales and Marketing

	operations of the Group and ensure that people, processes, and systems support the strategic direction as planned and approved; (k) Keep well-informed of the external competitive landscape, industry standards and developments, opportunities for revenue growth, and new markets; and (l) Perform all other responsibilities that may be assigned by the Chairman & CEO.	Heads of the Group; (j) Oversee the daily operations of the Group and ensure that people, processes, and systems support the strategic direction as planned and approved; (k) Keep well-informed of the external competitive landscape, industry standards and developments, opportunities for revenue growth, and new markets; and (l) Perform all other responsibilities that may be assigned by the President/CEO.	
Executive Vice- President	The Executive Vice- Presidents shall be elected by the Board and shall have the following powers and duties:	The Executive Vice-Presidents shall be elected by the Board and shall have the following powers and duties:	To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO
	(a) Assist the Chairman & CEO and President & COO set the overall	(a) Assist the <u>President/CEO</u> set the overall direction	

Т				
	direction of the		of the Company;	
	Company;	(b)	Collaboratively	
(b)	Collaboratively maps-		maps-out a	
	out a comprehensive		comprehensive	
	business management		business management	
	plan that is aligned		plan that is aligned	
	with the strategic		with the strategic	
	directions &		directions &	
	objectives of the		objectives of the	
	Company;		Company;	
(c)	Formulate and	(c)	Formulate and	
	execute strategic plans		execute strategic	
	to drive growth and		plans to drive growth	
	support the Network's		and support the	
	overall direction by		Network's overall	
	fostering strong		direction by fostering	
	relationships and		strong relationships	
	managing projects		and managing	
	from concept		projects from concept	
	development to		development to	
	execution;		execution;	
(d)	Communicate	(d)	Communicate	
	strategic plans to all		strategic plans to all	
	Groups/Departments		Groups/Departments	
	and Divisions and		and Divisions and	
	solicit ideas on the		solicit ideas on the	
	best way of		best way of	
	implementing and		implementing and	
	realizing the plan;		realizing the plan;	
(e)	Oversee the daily	(e)	Oversee the daily	
	operations of the		operations of the	
	Company and ensure		Company and ensure	

	1			
	that people, processes		that people, processes	
	and systems support		and systems support	
	the strategic direction		the strategic direction	
	as planned and		as planned and	
	approved;		approved;	
(f)	Regularly review &	(f)	Regularly review &	
	monitor the overall		monitor the overall	
	performance of the		performance of the	
	organization by		organization by	
	effectively driving the		effectively driving the	
	realization of strategic		realization of strategic	
	key actions, targets		key actions, targets	
	and measures of		and measures of	
	success along with all		success along with all	
	the resources needed;		the resources needed;	
(g)	Ensure that the overall	(g)	Ensure that the	
	organizational goals		overall organizational	
	and plans are aligned		goals and plans are	
	to the current and		aligned to the current	
	future operational		and future	
	needs of the business		operational needs of	
	while collaborating		the business while	
	closely with senior		collaborating closely	
	executives;		with senior	
(h)	Review the overall		executives;	
	progress of the	(h)	Review the overall	
	business plans, and		progress of the	
	exhaust all efforts to		business plans, and	
	provide well-thought-		exhaust all efforts to	
	of solutions to manage		provide well-thought-	
	any risks or		of solutions to	
	opportunities that		manage any risks or	

	may hinder the		appartupities that	
	5		opportunities that	
	growth of the business		may hinder the	
	but also the full		growth of the	
	development and		business but also the	
	performance of all		full development and	
	employees;		performance of all	
(i)	Represent the		employees;	
	Company in all	(i)	Represent the	
	engagements		Company in all	
	necessary to build &		engagements	
	maintain strong &		necessary to build &	
	mutually beneficial		maintain strong &	
	partnerships with		mutually beneficial	
	clients, other		partnerships with	
	stakeholders;		clients, other	
(j)	Build and maintain		stakeholders;	
,	collaborative	(j)	Build and maintain	
	partnerships with	٧,	collaborative	
	clients to ensure that		partnerships with	
	commitments are		clients to ensure that	
	delivered;		commitments are	
(k)	Manage all other		delivered;	
	resources to ensure	(k)	Manage all other	
	that the Office of the	` /	resources to ensure	
	EVP operates		that the Office of the	
	efficiently;		EVP operates	
(1)	Keep well-informed		efficiently;	
	of external	(1)	Keep well-informed	
	competitive	(-)	of external	
	landscape, industry		competitive	
	standards and		landscape, industry	
	developments,		standards and	

	opportunities for expansion, and new opportunities; and (m) Perform all other responsibilities that may be assigned by the Chairman & CEO and President & COO.	developments, opportunities for expansion, and new opportunities; and (m) Perform all other responsibilities that may be assigned by the President/CEO.	
Senior Vice President		Senior Vice-Presidents shall be elected by the Board and shall have the following powers and duties:	To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO
	 (a) Develop and communicate vision and mission of the Group or Departments and ensure that these are aligned with the Network's vision and mission; (b) Set overall direction of the Group or Departments and ensures that this direction supports the Network's goals/objectives; (c) Formulate strategic plan/s that leads the 	 (a) Develop and communicate vision and mission of the Group or Departments and ensure that these are aligned with the Network's vision and mission; (b) Set overall direction of the Group or Departments and ensures that this direction supports the Network's goals/objectives; (c) Formulate strategic plan/s that leads the 	

	Group or		Group or	
	Departments in		Departments in	
	supporting the		supporting the	
	Network's overall		Network's overall	
	direction, and		direction, and	
	promoting its long-		promoting its long-	
	term business		term business	
	sustainability;		sustainability;	
(d)	Communicate	(d)	Communicate	
	strategic plan to	` '	strategic plan to	
	Department/Division		Department/Divisio	
	/Section Heads of the		n/Section Heads of	
	Group or		the Group or	
	Departments and		Departments and	
	solicits ideas on the		solicits ideas on the	
	best way of		best way of	
	implementing and		implementing and	
	realizing the plan;		realizing the plan;	
(e)	Guide and monitor	(e)	Guide and monitor	
	the performance		the performance	
	objectives of direct		objectives of direct	
	reports ensuring that		reports ensuring that	
	commitments are		commitments are	
(0)	delivered on time;	(0)	delivered on time;	
(f)	Evaluate the	(f)	Evaluate the	
	performance of		performance of	
	Department/Division		Department/Divisio	
	/Section Heads of the		n/Section Heads of	
	Group or		the Group or	
(-)	Departments;	(~)	Departments;	
(g)	Oversee the daily	(g)	Oversee the daily	
	operations of the		operations of the	

	Group or		Group or	
	-		1	
	1		Departments and	
	ensures that people,		ensures that people,	
	organization,		organization,	
	processes, and		processes, and	
	systems support the		systems support the	
	strategic direction as		strategic direction as	
	planned and		planned and	
	approved;		approved;	
(h)	Participate as core	(h)	Participate as core	
	group member in		group member in	
	management		management	
	committees that are		committees that are	
	created or		created or	
	commissioned to		commissioned to	
	recommend effective		recommend effective	
	action/s on various		action/s on various	
	issues that pertain to		issues that pertain to	
	the management of		the management of	
	the organization;		the organization;	
(i)	Keep well-informed	(i)	Keep well-informed	
` '	of external	()	of external	
	competitive		competitive	
	landscape, industry		landscape, industry	
	standards and		standards and	
	developments,		developments,	
	opportunities for		opportunities for	
	expansion, and new		expansion, and new	
	markets;		markets;	
(j)	Manage all other	(j)	Manage all other	
U)	resources to ensure	07	resources to ensure	
	that the Office of the		that the Office of the	

		SVP operates efficiently and (k) Performs all other responsibilities that may be assigned by the Executive Vice-President, the President & COO or the Chief Executive	efficiently and (k) Performs all other responsibilities that may be assigned by the Executive Vice- President or the President/CEO.	
		Officer.		
First V President	Vice-	First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:	l elected by the Board and shall	To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO
		(a) Develop and communicate vision and mission of the Department and ensure that these are aligned with the Network's vision and mission; (b) Formulate strategic	communicate vision and mission of the Department and ensure that these are aligned with the Network's vision and mission;	
		(b) Formulate strategic plan that leads the Department in supporting the Network's overall direction; (c) Sets overall direction of the Department and ensures that this	plan that leads the Department in supporting the Network's overall direction; (c) Sets overall direction of the Department	

	direction supports the		direction supports the	
	Network's		Network's	
	goals/objectives;		goals/objectives;	
(d)	Communicate	(d)	Communicate	
	strategic plan to	(61)	strategic plan to	
	Section/Division		Section/Division	
	Heads of the		Heads of the	
	Department and		Department and	
	solicits ideas on the		solicits ideas on the	
	best way of		best way of	
	implementing and		implementing and	
	realizing the plan;		realizing the plan;	
(e)	Guide and monitor	(e)	Guide and monitor	
	the performance	()	the performance	
	objectives of direct		objectives of direct	
	reports ensuring that		reports ensuring that	
	commitments are		commitments are	
	delivered on time;		delivered on time;	
(f)	Evaluate the	(f)	Evaluate the	
	performance of the		performance of the	
	Section and Division		Section and Division	
	Heads of the		Heads of the	
	Department;		Department;	
(g)	Oversee the daily	(g)	Oversee the daily	
	operations of the		operations of the	
	Department and		Department and	
	ensure that people,		ensure that people,	
	processes and systems		processes and	
	support the strategic		systems support the	
	direction as planned		strategic direction as	
	and approved;		planned and	
(h)	Manage all other		approved;	

	resources to ensure	(h) Manage all other	
	that the Office of the	resources to ensure	
	VP operates	that the Office of the	
	efficiently;	VP operates	
	(i) Keep well-informed	efficiently;	
	of external	(i) Keep well-informed	
	competitive	of external	
	landscape, industry	competitive	
	standards and	landscape, industry	
	developments,	standards and	
	opportunities for	developments,	
	expansion and new	opportunities for	
	markets;	expansion and new	
	(j) Perform all other	markets;	
	responsibilities that	(j) Perform all other	
	may be assigned by	responsibilities that	
	the Executive Vice	may be assigned by	
	President, the	the Executive Vice	
	President & COO or	President or the	
	the Chief Executive	President/CEO.	
	Officer.		
Division Head	Division Heads shall be D	Division Heads shall be elected	To correct the typographical error under
	elected by the Board and shall b	by the Board and shall have the	item (d)
	have the following powers for	ollowing powers and duties:	
	and duties:		
		(a) Assist immediate	
	(a) Assist immediate	superior/Department	
	superior/Department	Head in	
	Head in	communicating the	
	communicating the	vision and mission of	
	vision and mission of	the Organization and	
	the Organization and	ensure that these are	

	ensure that these are		aligned with the	
	aligned with the		Corporate vision and	
	Corporate vision and		mission;	
	mission;	(b)	Develop performance	
(b)	Develop performance		objectives of the	
	objectives of the		Division and ensure	
	Division and ensure		that these are aligned	
	that these are aligned		with the	
	with the Department's		Department's	
	objectives and		objectives and	
	support the Corporate		support the	
	objectives;		Corporate objectives;	
(c)	Work with immediate	(c)	Work with immediate	
	superior/Department		superior/Department	
	Head in developing		Head in developing	
	strategies that will		strategies that will	
	facilitate attainment of		facilitate attainment	
	commitments/deliver		of	
	ables;		commitments/delive	
(d)	Communicate		rables;	
	operational plans and	(d)	Communicate	
	objections to Section		operational plans and	
	Heads of the Division		objectives to Section	
	and solicit ideas on		Heads of the Division	
	the best way of		and solicit ideas on	
	implementing and		the best way of	
	realizing the plan;		implementing and	
(e)	Guide Section Heads		realizing the plan;	
	in formulating	(e)	Guide Section Heads	
	individual		in formulating	
	performance		individual	
	objectives and action		performance	

	plans to support		objectives and action	
	Department		plans to support	
	Objectives and ensure		Department	
	timely		Objectives and ensure	
	implementation of		timely	
	approved objectives		implementation of	
	and plans;		approved objectives	
(f)	Guide and monitor		and plans;	
	the performance	(f)	Guide and monitor	
	objectives or direct		the performance	
	reports ensuring that		objectives or direct	
	commitments are		reports ensuring that	
	delivered on time;		commitments are	
(g)	Evaluate the		delivered on time;	
	performance of	(g)	Evaluate the	
	Section Heads of		performance of	
	Divisions;		Section Heads of	
(h)	Oversee the daily		Divisions;	
	operations of the	(h)	Oversee the daily	
	Division and ensure		operations of the	
	that people, processes		Division and ensure	
	and systems including		that people, processes	
	budgetary/logistics		and systems	
	requirements are in		including	
	place and operate		budgetary/logistics	
	efficiently;		requirements are in	
(i)	Perform all other		place and operate	
	responsibilities that		efficiently;	
	may be assigned by	(n)	Perform all other	
	immediate		responsibilities that	
	superiors/Departmen		may be assigned by	
	t Head.		immediate	

	superiors/Departme nt Head.	