



REPUBLIC OF THE PHILIPPINES
SECURITIES AND EXCHANGE COMMISSION
The SEC Headquarters
7907 Makati Avenue, Salcedo Village,
Barangay Bel-Air, Makati City, 1209, Metro Manila



COMPANY REG. NO.: 0000005213

CERTIFICATE OF FILING OF AMENDED BY-LAWS

KNOW ALL PERSONS BY THESE PRESENTS:

THIS IS TO CERTIFY that the Amended By-Laws of the
GMA NETWORK, INC.

copy annexed, adopted on December 9, 2023 by approved by unanimous vote of the board of directors vote of the Board of Directors pursuant to the authority duly delegated to it by the vote owning of at least two-thirds (2/3) of the outstanding capital stock on May 18, 1995, and certified under oath by the Corporate Secretary and majority of the said Board was approved by the Commission on this date pursuant to the provisions of Section 47 of the Revised Corporation Code of the Philippines, Republic Act No. 11232, which took effect on February 23, 2019, and copies thereof are filed with the Commission.

IN WITNESS WHEREOF, I have set my hand and caused the seal of this Commission to be affixed to this Certificate at The SEC Headquarters, 7907 Makati Avenue, Salcedo Village, Barangay Bel-Air, Makati City, 1209, Metro Manila, this 11th day of April, Two Thousand Twenty-Five.




DANIEL P. GABUYO
Assistant Director
Company Registration and Monitoring Department



**COMPANY REGISTRATION AND MONITORING DEPARTMENT
AFFIDAVIT OF UNDERTAKING**

I, ANNA-TERESA M. GOZON-VALDES, of legal age, Filipino and with address at 515 BUENDIA AVENUE, NORTH FORBES PARK, MAKATI CITY, on oath state that:

1. I am the Corporate Secretary/Authorized Representative of GMA NETWORK, INC., a corporation duly organized and existing under Philippine laws under SEC Registration No. 0000005213, with office address at GMA NETWORK CENTER EDSA COR TIMOG AVENUE QUEZON CITY, SECOND DISTRICT, NATIONAL CAPITAL REGION (NCR);
2. The Corporation has a pending application for amendment of By-laws with the Company Registration and Monitoring Department (CRMD);
3. One of the requirements for the processing of the said application is a Monitoring Clearance issued by the Compliance Monitoring Division (CMD) of the CRMD.
4. In view of the foregoing, the Corporation undertakes to comply with the Monitoring Clearance requirement immediately and pay the assessed fines and penalties, if any;
5. Consequently, the Corporation consents to the post-evaluation of its application for amendment and shall thereby comply with whatever directive the Commission may provide. Otherwise, the approved amendment to the By-laws may be deemed cancelled and the amount paid in relation thereto shall be forfeited in favor of the Commission.
6. I am authorized by the board of directors to execute this undertaking pursuant to a resolution duly approved at the special meeting held on DECEMBER 9, 2023 via remote communication.

I declare under the penalties of perjury, that these statements have been made in good faith, verified by me and I attest to the correctness and completeness of the declaration therein.


ANNA-TERESA M. GOZON-VALDES

Corporate Secretary/Authorized Representative

SUBSCRIBED AND SWORN TO before me on this 06 FEB 2025 day of 20 in MAKATI CITY Philippines, affiant exhibiting to me her Passport No. P7535518B issued on September 7, 2021 at DFA, Manila and will expire on September 6, 2031.

Doc.No. 471
Page No. 96
Book No. 11
Series of 2025


MAXIMILIAN CHUA
Commission No. M-245
NOTARY PUBLIC FOR MAKATI CITY
Until December 31, 2025
15th Floor, Sagittarius Building
H.V. dela Costa Street, Salcedo Village
Makati City 1227
MCLE No. VII-0008473/January 7 2022
Roll of Attorney No. 57166/05-05-09
PTR No. 10469918/01-08-25/ Makati City
IBP No. 495621/ 01-02- 25/Quezon City

COVER SHEET

for Applications at COMPANY REGISTRATION AND MONITORING DEPARTMENT

Nature of Application

AMENDMENT of By-Laws

SEC Registration Number

5 2 1 3

Former Company Name

G M A N E T W O R K, I N C.

AMENDED TO:
New Company Name

G M A N E T W O R K, I N C.

Principal Office (No./Street/Barangay/City/Town)Province)

G M A N E T W O R K C E N T E R, E D S A C O R N E R
T I M O G A V E., D I L I M A N, Q U E Z O N C I T Y
ZIP CODE

COMPANY INFORMATION

Company Email Address

GMACorporateSecretary@gmanetwork.com

Company's Telephone Number/s

8982-7777

Mobile Number

09178735212

CONTACT PERSON INFORMATION

The designated person **MUST** be a Director/Trustee/Partner/Officer/Resident Agent of the Corporation

Name of Contact Person

Email Address

Telephone Number/s

Mobile Number

Atty. Maria Theresa E. De Mesa

onecorporate.secretary@bgepal.com

88163716 to 19

09175520726

Contact Person's Address

15/F Sagittarius Building, H.V. dela Costa Street, Salcedo Village, Makati City

To be accomplished by CRMD Personnel

Assigned Processor

Date

Signature

Document I.D.

Received by Corporate Filing and Records Division (CFRD)

Forwarded to:

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

Corporate and Partnership Registration Division
Green Lane Unit
Financial Analysis and Audit Division
Licensing Unit
Compliance Monitoring Division

**DIRECTORS' CERTIFICATE OF AMENDMENT OF THE
BY-LAWS OF
GMA NETWORK, INC.**

We, the undersigned Chairman, President, Secretary and a majority of the members of the Board of Directors of **GMA NETWORK, INC.**, a corporation duly organized and existing under Philippine laws with principal address at GMA Network Center, EDSA corner Timog Avenue, Diliman do hereby certify that:

1. All the Members of the Board of Directors unanimously approved the amendments to the Corporation's By-Laws in a meeting held via remote communication on December 9, 2023, during which meeting a quorum was present. The approval was pursuant to the authority delegated to the Board of Directors by the Stockholders representing at least two-thirds of the outstanding capital stock in their meeting held on May 18, 1995, and in accordance with Article XI of the existing By-laws which states, in part, that "the power to amend, alter or repeal the By-Laws or adopt new By-Laws may be delegated to the Board of Directors in the manner provided by law and any power delegated to the Board of Directors".

2. The attached is a true and correct copy of the By-Laws of the Corporation, as amended, and embodying the following underscored amendments duly approved and adopted at the afore-stated meeting of the Board of Directors of the Corporation on December 9, 2023:

A. Section 1, Article V (Officers) - Designations

**"ARTICLE V
OFFICERS**

Section 1. Designations – The Board of Directors shall annually, at their first meeting, elect the following officers:

1. Chairman of the Board of Directors
2. Chief Executive Officer
3. President
4. Chief Operating Officer (please see Amended Annex "A" for the powers and duties of a Chief Operating Officer)
5. Chief Financial Officer (please see Amended Annex "A" for the powers and duties of a Chief Financial Officer)

6. Chief Marketing Officer (please see Amended Annex "A" for the powers and duties of a Chief Marketing Officer)
7. Executive Vice President (please see Amended Annex "A" for the powers and duties of an Executive Vice-President)
8. Senior Vice-President (please see Amended Annex "A" for the powers and duties of a Senior Vice-President)
9. First Vice-President (please see Amended Annex "A" for the powers and duties of a First Vice-President)
10. Vice-President, Senior Assistant Vice-President and Assistant Vice-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 time to time appoint such other officers and agents as it 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, March 25, 2022 and December 9, 2023)"

B. Section 4, Article V (Officers) – Chairman of the Board of Directors

"ARTICLE V
OFFICERS

xxx

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 also perform such other functions and

duties as may be delegated to him by the Board of Directors. (As amended on December 9, 2023)"

C. Section 5, Article V (Officers) – The President

"ARTICLE V
OFFICERS

xxx

Section 5. The President – The President who is elected by the Board from among their members shall be the Chief Executive Officer.

In the absence of the Chairman of the Board, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have the following powers and duties:

- (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;
- (e) 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 December 9, 2023)"

D. Annex A of the Amended By-Laws referred to in Section 1, Article V

**"AMENDED ANNEX "A" OF THE AMENDED BY-LAWS
OF**

GMA NETWORK, INC.

(As amended on December 9, 2023)

Chief Operating Officer – The Chief Operating Officer who is elected by the Board shall be an Executive Vice-President. He shall have the following powers and duties:

- (a) Assist in overseeing 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 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 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 Finance Officer – The Chief Finance Officer who is elected by the Board shall have the following powers and duties:

- (a) Assist the President/CEO on all strategic and tactical matters as they impact budget management, cost benefit analysis, forecasting needs and the securing of funding requirements;
- (b) Assist the President/CEO in identifying new business opportunities and determining cost effectiveness of new programs/products and services;
- (c) Support the President/CEO in implementing the mission of the organization and attaining its vision by identifying strategies;
- (d) Ensure the timely implementation of business/finance strategies through functional objectives;
- (e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting services;
- (f) Analyze economic trends and relevant information/data

- and identify revenue opportunities;
- (g) Enforce operational efficiencies, cost reduction, systems enhancement;
- (h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;
- (i) Oversee the finance unit of the organization and ensure that all finance and accounting-related functions are carried out efficiently;
- (j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;
- (k) Ensure that audit issues are resolved and compliance requirements are met;
- (l) Oversee the management and coordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant budgets;
- (m) Oversee the administration and financial reporting of the organization's Retirement Plan;
- (n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may offer employees and potential employees with the goal of attracting and retaining qualified individuals; and
- (o) Perform all other responsibilities that may be assigned by the President/CEO.

Chief Marketing Officer – The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:

- (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 communicate the visions and mission of the Group and ensure that these are aligned with the Company's vision and mission;

- (c) Set the overall direction of the Group and ensure that this direction supports the Company's goals/objectives;
- (d) Develop the structure of the Company's Sales and Marketing department, developing sales strategies and marketing campaign ideas and coordinating marketing efforts with the Company's financial and branding goals;
- (e) Oversee the Company's overall sales and marketing strategies;
- (f) Take lead in marketing and selling 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 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:

- (a) Assist the President/CEO set the overall direction of the Company;
- (b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;
- (c) Formulate and execute strategic plans to drive growth and support the Network's overall direction by fostering

- strong relationships and managing projects from concept development to execution;
- (d) Communicate strategic plans to all Groups/Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;
 - (e) Oversee the daily operations of the Company and ensure that people, processes and systems support the strategic direction as planned and approved;
 - (f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of success along with all the resources needed;
 - (g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;
 - (h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to manage any risks or opportunities that may hinder the growth of the business but also the full development and performance of all employees;
 - (i) Represent the Company in all engagements necessary to build & maintain strong & mutually beneficial partnerships with clients, other stakeholders;
 - (j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;
 - (k) Manage all other resources to ensure that the Office of the EVP operates efficiently;
 - (l) Keep well-informed of external competitive landscape, industry standards and 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:

- (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 Departments in supporting the Network's overall direction, and promoting its long-term business sustainability;
- (d) Communicate strategic plan to Department/Division/Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;
- (e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;
- (f) Evaluate the performance of Department/Division/Section Heads of the Group or Departments;
- (g) Oversee the daily operations of the Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as planned and approved;
- (h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;
- (i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new markets;
- (j) Manage all other resources to ensure that the Office of the SVP operates efficiently and
- (k) Performs all other responsibilities that may be assigned by the Executive Vice-President or the President/CEO.

First Vice-President- First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:

- (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 plan that leads the Department in supporting the Network's overall direction;
- (c) Sets overall direction of the Department and ensures that this direction supports the Network's goals/objectives;
- (d) Communicate strategic plan to Section/Division Heads

- of the Department and solicits ideas on the best way of implementing and realizing the plan;
- (e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;
- (f) Evaluate the performance of the Section and Division Heads of the Department;
- (g) Oversee the daily operations of the Department and ensure that people, processes and systems support the strategic direction as planned and approved;
- (h) Manage all other resources to ensure that the Office of the VP operates efficiently;
- (i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;
- (j) Perform all other responsibilities that may be assigned by the Executive Vice President or the President/CEO.

Division Head –Division Heads shall be elected by the Board and shall have the following powers and duties:

- (a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are aligned with the Corporate vision and mission;
- (b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives;
- (c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables;
- (d) Communicate operational plans and objectives to Section Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;
- (e) Guide Section Heads in formulating individual performance objectives and action plans to support Department Objectives and ensure timely implementation of approved objectives and plans;
- (f) Guide and monitor the performance objectives or direct reports ensuring that commitments are delivered on time;
- (g) Evaluate the performance of Section Heads of Divisions;


- (h) Oversee the daily operations of the Division and ensure that people, processes and systems including budgetary/logistics requirements are in place and operate efficiently;
- (i) Perform all other responsibilities that may be assigned by immediate superiors/Department Head."


IN WITNESS WHEREOF, we have hereunto set our hands this ____ day of FEB 21 2024 at MAKATI CITY, Philippines.

CERTIFIED CORRECT:


ANNA TERESA M. GOZON-VALDES
Corporate Secretary
 TIN No. 902-450-132

ATTESTED BY:

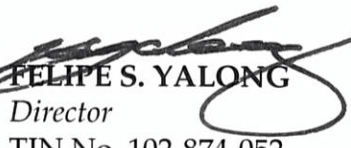

FELIPE L. GOZON
Chairman of the Board
 TIN No. 106-174-605


GILBERTO R. DUAVIT, JR.
Director
 TIN No. 158-147-748


ANNA TERESA M. GOZON-VALDES
Director
 TIN No. 902-450-132

JUDITH R. DUAVIT-VAZQUEZ
Director
 TIN No. 100-873-489


LAURA J. WESTFALL
Director
 TIN No. 160-060-394


FELIPE S. YALONG
Director
 TIN No. 102-874-052

JOEL MARCELO G. JIMENEZ
Director
 TIN No. 148-082-025

JAIME C. LAYA
Independent Director
 TIN No. 103-175-586

ARTEMIO V. PANGANIBAN
Independent Director
 TIN No. 106-197-693

REPUBLIC OF THE PHILIPPINES)
 _____) S.S.

ACKNOWLEDGMENT

BEFORE ME, the undersigned Notary Public for and in
 _____, this _____ day of _____ 2023, affiants
 personally appeared before me, exhibiting to me their valid identification
 with details as follows:

Name	Valid ID	Details
Felipe L. Gozon	Passport No. P7534976B	iss. Sept. 6, 2021/DFA Manila
Gilberto R. Duavit, Jr.	SSS #33-1841930-6	
Anna Teresa M. Gozon-Abrogar	SSS# 33-2709000	
Judith R. Duavit-Vazquez	Passport No. P6486433B,	issued on 3-15-21 /valid until 3-14-31, issued at PE, Washington
Laura J. Westfall	TIN No. 160-060-394	
Felipe S. Yalong	UMID ID No. CRN-0111-2468315-3	
Joel Marcelo G. Jimenez	SSS # 03-8631954-1	
Jaime C. Laya	TIN No. 103-175-586	
Artemio V. Panganiban	TIN No. 106-197-693	

This Directors' Certificate consists of eleven (11) pages, including the page where this Acknowledgment is written.

Doc. No. 366;
Page No. 75;
Book No. 112;
Series No. 2028

ATTY. JOEL FERRER FLORES
Notary Public for Makati City
Until December 31, 2024
Appointment No. M-115(2023-2024)
Roll of Attorney No. 77376
MCLE Compliance VIII NO. 0001393-
Jan. 03, 2023, Until Apr. 14, 2028
PTR No. 100739451 Jan. 02, 2024/Makati City
IBP No. 3307401 Jan. 02, 2024/Pasig City
1107 D Bataan St., Guadalupe Nueva, Makati City

REPUBLIC OF THE PHILIPPINES)
MAKATI CITY) S.S

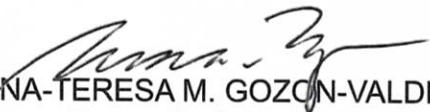
SECRETARY'S CERTIFICATE

I, ANNA-TERESA M. GOZON-VALDES, legal age, a Filipino, and resident of 515 Buendia Avenue, North Forber Park, Makati City, after having been sworn to in accordance with law hereby depose and state that:

I am the duly elected and qualified Corporate Secretary of GMA NETWORK, INC. (the "Corporation"), a corporation duly registered with the Commission and in good standing, with principal office at GMA NETWORK CENTER EDSA COR. TIMOG AVENUE, QUEZON CITY, SECOND DISTRICT, NATIONAL CAPITAL REGION (NCR).


To the best of my knowledge, from the date of approval of the amendment/s to the By-Laws of the Corporation by the Board of Directors in a meeting held on December 09, 2023 pursuant to a delegation of authority to the Board of Directors by the Stockholders in a meeting held on May 18, 1995, up to the date of filing of the application for amendment of By-Laws with the Commission, no action or proceeding has been filed or is pending before any Court involving an intra-corporate dispute and/or any claim by any person or group against the board of directors, individual directors and/or major corporate officers of the Corporation as its duly elected and/or appointed directors or officers or vice versa.

IN WITNESS WHEREOF, I hereby signed this 04 FEB 2025 day of MAKATI CITY at MAKATI CITY 20__.


ANNA-TERESA M. GOZON-VALDES
Corporate Secretary

SUBSCRIBED AND SWORN to before me on this 04 FEB 2025 day of MAKATI CITY in MAKATI CITY, affiant exhibited to me her Passport No. P7535518B issued on September 7, 2021 and will expire on September 6, 2031 and issued at DFA, Manila.

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Book No. II
Series of 2025.


MAXIMILIAN CHUA
Commission No. M-245
NOTARY PUBLIC FOR MAKATI CITY
Until December 31, 2025
15th Floor, Sagittarius Building
H.V. dela Costa Street, Salcedo Village
Makati City 1227
MCLE No. VII-0008473/January 7 2022
Roll of Attorney No. 57166/05-05-09
PTR No. 10469918/01-08-25/ Makati City
IBP No. 495621/ 01-02- 25/Quezon City

**AMENDED BY-LAWS
OF
GMA NETWORK, INC.**

**ARTICLE I
NAME AND SEAL**

Section 1. Name - Unless and until otherwise changed in the manner provided by law, the name of the corporation shall be "GMA NETWORK, INC." (As amended on August 4 and 9, 1995)

Section 2. Seal - The seal of the corporation shall be circular in form and shall bear the name of the corporation around the border and such other device or inscription as the Board of Directors shall determine. The Board of Directors may change the device or inscription thereon at any time and from time to time.

**ARTICLE II
PRINCIPAL AND BRANCHES OFFICES**

Section 1. Principal Office. - The principal office of the corporation shall be at the place stated under the corporation's Articles of Incorporation. (As amended on August 4 and 9, 1995 and March 25, 2022)

Section 2. Other Offices - The Board of Directors may establish branch offices of the corporation at such other places, either within or without the Philippines, as the Board of Directors may determine and direct. The stock and transfer books shall at all times be kept at the principal office of the corporation in the Philippines.

**ARTICLE III
STOCKHOLDERS**

Section 1. Place of Meeting - All meetings of stockholders shall be held in the principal office of the corporation as stated in the articles of incorporation, or if not practicable, in the city or municipality where such office is located (As amended on August 4 and 9, 1995 and March 25, 2022)

Section 2. Annual Meeting – The annual meeting of the stockholders for the election of directors and for the transaction of such other business as may come before the meeting shall be held at the principal office of the corporation, or at any place in the city where the principal office of the Company is located, or if not practicable, in the city or municipality where such office is located, on the third Wednesday of May of each year at ten o'clock in the morning. If the election of directors shall not be held on the day designated for any annual meeting or at any adjournment of such meeting, the Board of Directors shall cause the election to be held at a special meeting or soon thereafter as the same may conveniently be held. At such special meeting, the stockholders may elect the directors and transact other business as stated in the notice of the meeting with the same force and effect as at any annual meeting duly called and held. (As amended on October 11, 2005 and March 25, 2022)

Section 3. Special Meeting – A special meeting of the stockholders may be called by the Chairman of the Board at his discretion or by a majority of the members of the Board of Directors or on the demand of the stockholders holding at least 10% of the outstanding shares of the Corporation, or such number of percentage of outstanding shares as may be prescribed by law or regulation. (As amended on October 11, 2005 and March 25, 2022)

Section 3.a. – Notice of Meeting – Notice of annual meetings or special meetings of stockholders may be sent by the Corporate Secretary by personal delivery, mail, telegraph, cable or electronic transmission to each stockholder of record to his last known post office or electronic mail address or by publication in a general circulation. For annual meetings, the notice shall be sent at least twenty-one (21) days prior to the date of the meeting, unless a different period is required by law or regulation, while for special meetings, at least one (1) week written notice shall be sent to all stockholders, unless a different period is provided in the law or regulation.

The notice shall state the place, date and hour of the meeting, and the purpose for which the meeting is called. In case of special meetings, only matters stated in the notice can be the subject of motions or deliberations at such meeting.

The requirement for notice to the meeting shall be deemed waived if the stockholder, in person or by proxy, shall be present thereat.

When the meeting of stockholders is adjourned to another time or place, it shall not be necessary to give any notice of the adjourned meeting if the time and place to which the meeting is adjourned are announced at the meeting at which the adjournment is taken. At the reconvened meeting, any business may be

transacted that might have been transacted on the original date of the meeting. (As amended on October 11, 2005 and March 25, 2022)

Section 4. Quorum – The holders of a majority of the shares of the subscribed stock of the corporation outstanding, present in person or by proxy at any meeting of stockholders, shall constitute a quorum for the transaction of business, except as may otherwise specially be provided with respect to particular matters by applicable statutory provisions in force at the time of voting with respect to such matters. All provisions of these By-Laws which specify or relate to the powers of the stockholders or to action which may be taken by the stockholders at or in connection with meetings thereof shall be interpreted as referring to the holders of shares of stock of the corporation. If there is no quorum at any meeting, the stockholders present in person and by proxy at such meeting may adjourn from time to time to secure the attendance of a quorum and no notice of any such adjournment need be given.

Section 5. Proxy – Any stockholder may in writing authorize any person or corporation to vote as the proxy of such stockholder at any meeting or meetings of the corporation; provided, however, that such authorization in writing must be filed with or presented to the corporation prior to any meeting or meetings at which such proxy may act pursuant thereto and shall hold good until a written revocation of the same shall be filed with or presented to the corporation or until the same shall be superseded by another written authorization of later dates. Duly accomplished proxies must be submitted to the Office of the Corporate Secretary not later than seven (7) working days prior to the date of the stockholders' meeting. Validation of proxies shall be conducted by the Proxy Validation Committee at least five (5) working days prior to the date of the stockholders' meeting. (As amended on October 11, 2005)

Section 6. Voting – Unless otherwise provided by law, each stockholder shall at every meeting of the stockholders be entitled to one vote, in person, through remote communication, in absentia, or be represented by proxy, for each share with voting right held by such stockholder. At all meetings of the stockholders, all elections and all questions, except in cases where other provisions is made by statute, or by the Articles of Incorporation, shall be resolved by the plurality vote of stockholders present in person, through remote communication, in absentia, or represented by proxy and entitled to vote thereat, a quorum being present. Unless required by law, or demanded by a stockholder present in person, through remote communication, in absentia, or represented by proxy at any meeting, and entitled to vote thereat, the vote on any question need not be by ballot. On a vote by ballot, each ballot shall be signed by the stockholders voting, or in his name by his proxy if there by such proxy, and shall state the number of shares voted by him. (As amended on March 25, 2022)

ARTICLE IV BOARD OF DIRECTORS

Section 1. Qualification and Term of Office – The general management of the corporation shall be vested in a Board of Nine (9) directors who shall be stockholders holding at least one (1) share and who shall be elected annually by the stockholders entitled to vote to serve until the election and qualification of their successors. If any vacancy shall occur among the directors by reason of death, resignation, or for any other reason, such vacancy may be filled by the remaining directors at any meeting at which a quorum shall be present. Any such vacancy may also be filled by the stockholders entitled to vote at any meeting held during such vacancy. The stockholders entitled to vote at such meeting may also, in case of like mention, accept the resignation of any director and fill the vacancy thereby caused for the unexpired term. In case of a vacancy in the Board, the remaining directors shall continue to act, but if at any time their numbers be reduced to less than quorum, the remaining directors shall forthwith call a special meeting of the stockholders entitled to vote for the purpose of filling up such vacancy. Any director so chosen to fill the vacancy shall serve for the unexpired term only. (As amended on October 11, 2005)

No person shall qualify or be eligible for nomination or election to the Board of Directors if he is engaged in or connected with any business which competes with or is antagonistic to that of the Corporation. Without limiting the generality of the foregoing, a person shall be deemed to be so engaged or connected:

- (a) If he is an officer, manager, director, consultant, controlling person of, or the owner (either of record or beneficially) of 5% or more of any outstanding class of shares of, any other corporation or entity engaged in a business which the Board, by a majority vote, determines to be competitive or antagonistic to that of the Corporation; or
- (b) If the Board, in the exercise of its judgment in good faith, determines by a majority vote that he is the nominee of any person set forth in determining whether or not a person is a controlling person, beneficial owner, or the nominee of another, the Board may take into account such factors as business and family relationship. (As amended on April 10, 2006).

The Corporation shall have at least two (2) independent directors or at least twenty percent (20%) of the total membership of the Board of Directors, whichever is lesser, as required by law. (As amended on April 10, 2006)

(Last paragraph of Section 1 moved to 5th paragraph of Section 1.a) (As amended on May 18, 2007)

Section 1.a Nomination of Directors – The Board of Directors – The Board of Directors shall constitute a Nomination Committee consisting of at least three (3) members, one of whom shall be an independent director.

The Nomination Committee shall have the authority to promulgate and issue guidelines for the conduct of nominations.

Nominees to the Board of Directors, including independent directors, shall be submitted to the Nomination Committee for consideration by the latter prior to the annual stockholders' meeting or special meeting duly called for that purpose.

The Nomination Committee shall review the qualifications of the nominees for directors and prepare a final list of candidates.

For the proper implementation of the foregoing, all nominations to the Board of Directors shall be submitted in writing to the Nomination Committee of the Board of Directors at least thirty (30) working days before the date of the regular annual meeting of stockholders.

After such nomination process, the Nomination Committee shall prepare a Final List of Candidates containing all information about all nominees for directors, which list shall be available to the Securities and Exchange Commission and to all stockholders through the Information or Proxy Statement. The name of the person or group of persons who submitted a particular nominee's name shall be identified in such report including any relationship with the nominee.

Only nominees whose names appear on the Final List of Candidates shall be eligible for election as directors. No other nominations shall be entertained or allowed on the floor during the annual stockholders meeting. (As amended on May 18, 2007).

Section 2. Election of Directors – The directors of the Corporation shall be elected by majority vote at the annual meeting of the stockholders at which a quorum is present. At each election for directors every stockholder shall have the right to vote, in person or by proxy, the number of shares owned by him for as many persons as there are directors to be elected, or to accumulate his votes by giving one candidate as many votes as the number of such directors multiplied

by the number of his shares shall equal, or by distributing such votes at the same principle among any number of candidates. (As amended on October 11, 2005)

Subject to existing laws, rules and regulations of the Securities and Exchange Commission or any stock exchange having jurisdiction over the Company, the conduct of election of directors shall be made in accordance with the standard election procedures contained in the By-Laws.

It shall be the responsibility of the Chairman of the Meeting to inform all stockholders of the requirement of electing independent directors. The Chairman of the Meeting shall ensure that the independent directors is elected during the stockholders' meeting.

Specific slots for independent directors shall not be filled up by unqualified nominees.

In case of failure of election for independent directors, the Chairman of the Meeting shall call a separate election during the same meeting to fill up the vacancy. (As amended on May 18, 2007)

Section 3. Place of Meetings – The Board of Directors may hold its meeting in the principal office or at such other places within or without the Republic of the Philippines as the Board may from time to time determine or as shall be specified or fixed in the respective notices or waivers of notice thereof.

Section 4. Meeting of the Board – Regular meetings of the Board of Directors shall be held at such places and at such times as the Board shall from time to time by resolution determine. If any day fixed for a regular meeting shall be a legal holiday at the place where the meeting is to be held, then the meeting which would otherwise be held on that day shall be held at the same hour on the next succeeding day not a legal holiday. (As Amended on March 25, 2022)

Special meetings of the Board of Directors may be called at any time upon the request of the Chairman of the Board or President or by the person or persons calling the meeting, by advising him by word of mouth, by telephone, by telegraph, by electronic transmission of such meeting or by leaving notice of such meeting with him or at his residence or usual place of business, or by mailing it, postage prepaid and addressed to him at his residence as it appears upon the books of the corporation. Non-receipt of any such notice shall not invalidate any business done at any meeting at which a quorum is present.

Notice of regular or special meetings of directors must be sent to every director at least two days prior to the scheduled meeting, unless a different period is required by law or regulation. (As amended on March 25, 2022)

If at any meeting of the Board of Directors however called or wherever held, all of the directors at the time in the Philippines shall be present or shall before or after the Meeting waive notice of such meeting by a writing filed with the Secretary of the corporation, or after any such meeting shall consent to the holding of the meeting and all action taken thereat, then any and all action taken at such meeting shall be legal and validly taken.

Section 5. Quorum and Manner of Acting – A majority of the number of directors as fixed in the Articles of Incorporation shall constitute a quorum for the transaction of corporate business, and every decision of at least a majority of the directors present at a meeting at which there is a quorum shall be valid as a corporate act, except for the election of officers which shall require the vote of a majority of all the members of the Board. In the absence of a quorum, the directors present may adjourn any meeting from time to time until a quorum could be attained. Notice of any such adjourned meeting need not be given. (As amended on August 12, 1985)

Section 6. Powers – The Board of Directors shall have such powers and authorities as are herein by these By-Laws or by statutes of the Philippines expressly conferred upon it.

Without prejudice to the general powers hereinabove conferred, the Board of Directors shall have the following powers:

- (a) Determine the period, manner and conditions under which the Corporation shall engage in the kinds of business comprised in the primary and secondary purposes of the Articles of Incorporation.
- (b) Determine the declaration of dividends out of profits or surplus.
- (c) Submit annually to the regular general meeting of the stockholders the Balance Sheet, Profit and Loss Statement, and Annual Report on the condition of the Corporation.
- (d) Call special meetings of stockholders.
- (e) Determine the time and manner of issuance of unissued stocks of the corporation.

- (f) Institute, maintain, defend, compromise or drop any litigation in which the Corporation or its officers may be interested as plaintiff or defendant, in connection with the business of the Corporation.
- (g) Delegate, from time to time, when not prohibited by law, any of the powers of the Board, in the course of the current businesses of the Corporation to any Committee or Special Committee or to any officer of the Corporation or agent, or management agreement and/or to appoint any person to be agents of the corporation with such powers (including the power of sub-delegate), and upon such terms as may be deemed fit.

The Board of Directors may create an executive committee of three (3) members from among the members of the Board and appoint the Chairman of the said Committee. Such committee shall, except as may otherwise be provided by law or by resolution of the Board of Directors, have and exercise all powers of the Board during the intervals between meetings of the full Board. Such committee may prescribe rules for its government; its meetings may be held at such place within or outside the Philippines as it may determine or authorize, and a majority of said committee at any meeting shall constitute a quorum. Members of the Executive Committee shall receive such compensation as may be fixed by the Board for attendance at said meetings. Regular minutes of acts and proceedings of the Executive Committee shall be kept by the Corporate Secretary who shall act as the Secretary of the Executive Committee. (As amended on March 20, 1985)

Section 7. Vacancy and Removal – In case of any vacancies in the Board of Directors, the remaining members of the Board of Directors constituting a quorum, may fill the same by the affirmative vote of a majority of such remaining members for the unexpired term subject, however, to the provisions of Section 1 of Article IV.

The stockholders of the corporation may at any special meeting depose or remove from office any director or directors, including any director or directors appointed by the Board of Directors pursuant to the provisions of Section 1 of Article IV and in case of any such removal the stockholders may choose a successor or successors to hold office for the unexpired term.

Section 8. Compensation – As compensation of the directors, the Board shall receive and allocate yearly an amount of not more than Two and a Half Percent (2.5%) of the net income after income tax of the corporation during the preceding year. Of the said 2.5%, One Percent (1%) shall be allocated to the

members of the Board of Directors to be distributed share and share alike. The remaining One and Half Percent (1.5%) shall be allocated to the members of the Executive Committee to be distributed share and share alike. As approve by the stockholders representing at least a majority of the outstanding capital stock. (Amended on April 10, 2006)

Section 9. Minutes – Minutes of the meetings of the Board of Directors shall be kept and carefully preserved as a record of the business transacted at such meetings. The minutes shall contain such entries as may be required by law.

ARTICLE V OFFICERS

Section 1. Designations – The Board of Directors shall annually, at their first meeting, elect the following officers:

1. Chairman of the Board of Directors
2. Chief Executive Officer
3. President
4. Chief Operating Officer (please see Amended Annex "A" for the powers and duties of a Chief Operating Officer)
5. Chief Financial Officer (please see Amended Annex "A" for the powers and duties of a Chief Financial Officer)
6. Chief Marketing Officer (please see Amended Annex "A" for the powers and duties of a Chief Marketing Officer)
7. Executive Vice President (please see Amended Annex "A" for the powers and duties of an Executive Vice-President)
8. Senior Vice-President (please see Amended Annex "A" for the powers and duties of a Senior Vice-President)
9. First Vice-President (please see Amended Annex "A" for the powers and duties of a First Vice-President)
10. Vice-President, Senior Assistant Vice-President and Assistant Vice-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 time to time appoint such other officers and agents as it 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, March 25, 2022 and December 9, 2023)

Section 2. Compensation - The salary or compensation of all officers and agents elected or appointed by the Directors, as may be recommended by the Compensation Committee, but not mandatorily required, shall be fixed by the Board. (as amended on March 4, 2013 and March 25, 2022)

Section 3. Duties - The Board of Directors and the President may from time to time prescribe the duties and functions of the officers, agents and employees of the Company, and all officers and employee of the company shall be subject to immediate removal by the Board of Directors with or without cause.

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 also perform such other functions and duties as may be delegated to him by the Board of Directors. (As amended on December 9, 2023)

Section 5. The President - The President who is elected by the Board from among their members shall be the Chief Executive Officer.

In the absence of the Chairman of the Board, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have the following powers and duties:

- (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;
- (e) 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 December 9, 2023)

Section 6. Vice-Presidents, Senior Assistant Vice-Presidents and Assistant Vice-Presidents – Vice Presidents, Senior Assistant Vice-Presidents and Assistant Vice-Presidents shall be elected by the Board and shall have the following powers and duties:

- (a) Exercise direct supervision and control over the different departments of the Corporation that may be placed under their responsibility.
- (b) Exercise such other powers and perform such other duties as the Board of Directors, the Chairman and/or the President may from time to time fix or delegate. (As amended on March 4, 2013 and on March 25, 2022)

Section 7. Treasurer - The Treasurer shall be elected by the Board of Directors and he may not be a stockholder of the Corporation. He shall hold office at the pleasure of the Board and he shall have the following powers and duties

- (a) Have custody of, and be responsible for, all the funds, securities and bonds of the Corporation and keep a complete and accurate record of transaction in the corresponding books of account of the Corporation, and see to it that all disbursements and expenditures are evidenced by appropriate vouchers.
- (b) Deposit in the name of and to the credit of the corporation in such banks as may be designated from time to time by the Board of Directors, all of the money, funds, securities, bonds and similar valuables belonging to the Corporation which may come under his control.
- (c) To receive and give receipts for all moneys paid to the Corporation from any source whatsoever, and generally perform such other duties as may be required by the law or prescribed by the Board of Directors or the President.
- (d) Render an annual statement showing the financial condition of the Corporation on the 30th day of June of each year and such other financial reports as the Board of Directors or the President may from time to time require.

The Treasurer may delegate the duties of the office to an Assistant Treasurer with the approval of the Board of Directors.

Section 8. Corporate Secretary and the Assistant Corporate Secretary –

The Corporate Secretary and the Assistant Corporate Secretary shall be citizens and residents of the Philippines, shall be elected by the Board of Directors and they may or may not be a stockholder of the corporation. They shall hold the office at the pleasure of the Board, and they shall perform the following duties:

- (a) Keep full minutes of all meetings of the Board of Directors and of the stockholders;
- (b) Keep a stock and transfer book and the corporate seal, which he shall stamp on all documents requiring such seal of the Corporation;
- (c) Fill and countersign all the certificate of stock issued, making the corresponding annotations on the margin or stub certificates upon issuances;
- (d) Give, or cause to be given, all notices, required by law or by the By-Laws of the Corporation, as well as notice of all meetings of the Board of Directors and of the stockholders;
- (e) Perform such other duties as may be prescribed by the Board of Directors or the President. The Secretary may delegate the duties of the office to an Assistant Secretary with the approval of the Board of Directors. (As amended on March 4, 2013 and March 25, 2022)

Section 9. Vacancies and Delegation of Offices – If the office of the Chairman, President, Vice-President, Treasurer, or Secretary becomes vacant by death, resignation, or otherwise, the remaining directors, if still constituting a quorum, by a majority vote may choose a successor or successors who shall hold office for the unexpired term.

In case of temporary absence of any officer of the Corporation or for any other reason that the Board of Directors may deem sufficient, the Board of Directors may delegate the powers and duties for the time being to any other officers, provided a majority of the Board concur therein and such delegation is not covered by any express prohibition of these By-Laws.

ARTICLE VI CERTIFICATE OF STOCK

Section 1. Subject to and in accordance with the provisions of law, this corporation shall have the power from time to time to issue two or more classes of stock, and two or more series of stock of the same class, with the preferences, voting powers, restrictions, and qualifications thereof fixed as provided by law, including the power to provide that the par value of the shares of one class or of the shares of any other class or of any other series within said class. This corporation shall also have the power from time to time to reduce its capital or capital stock in accordance with the provisions of law.

Section 2. Certificate for shares of stock of the corporation shall be of such form and device as the Board of Directors shall from time to time determine but each such certificate shall plainly show its number, the date of issuance, designation, if any, and class of series of shares for which it is issued, the stockholder to whom it is issued, and also the par value of the shares covered thereby.

Section 3. Each Certificate of stock shall be sealed with the corporate seal and signed by the President or a Vice-President and also by the Secretary or by an Assistant Secretary, provided, however, that the Board of Directors may provide that stock certificate shall be sealed with only the facsimile seal of the corporation and signed with only the facsimile signature of the President or Vice-President and also the Secretary or an Assistant Secretary.

ARTICLE VII

Section 1. Transfer of shares – Transfer of shares of stock may be made by indorsement and delivery of the certificates. The indorsee shall be entitled to a new certificate upon surrendering the old one. No such transaction shall be valid, except between the parties thereto, until such new certificate shall have been obtained or the transfer shall have been recorded on the books of the corporation so as to show the date for the transfer, the names of the parties thereto, their addresses, and the number and class of the shares transferred. Upon such surrender of any certificate the same shall be cancelled.

Section 2. Closing of Transfer Books or Fixing of Record Date – For the purpose of determining the stockholders entitled to notice of, or to vote at, any meeting of stockholders or any adjournment thereof or to receive payment of any dividend, or of making a determination of stockholders for any other proper

purpose, the Board of Directors may provide that the stock and transfer books be closed for a stated period, but not to exceed, in any case, thirty five (35) days. If the stock and transfer books be closed for the purpose of determining stockholders entitled to notice of, or to vote at, a meeting of stockholders, such books shall be closed for at least twenty days (20) days immediately preceding a regular meeting, and at least seven (7) days immediately preceding a special meeting. In lieu of closing the stock and transfer books, the Board of Directors may fix in advance a date as the record date which shall in no case shall be less than twenty one (21) days prior to the date on which the particular action requiring such determination of stockholders is to be taken, except in instance where applicable rules and regulations provide otherwise. (As amended October 11, 2005 and on March 25, 2022)

Section 3. Loss or mutilation – In case of loss, mutilation, or destruction of any certificate of shares of stock of the corporation, a duplicate certificate may be issued upon such terms as the Board of Directors may prescribe, in accordance with existing laws. (As amended on March 25, 2022)

Section 4. Holder of Record – The corporation shall be entitled to treat the holder of record of any share or shares of its capital stock as the holder in fact thereof for any purpose whatsoever and shall not be bound to recognize any equitable or other claimant thereto, except as provided in Section 1 of this Article.

Section 5. Sale of Unissued Stocks – The unissued stock of the corporation may be offered for sale and sold in such quantities and at such times as the Board of Directors of the corporation may from time to time determine, and shall be sold upon such terms and conditions (not less than par) as may be determined by the Board of Directors and approved by the Securities and Exchange Commission.

Section 6. Treasury Shares – Treasury shares of the corporation shall consist of such issued and outstanding stock of the corporation as may be donated to the corporation or otherwise acquired by it, and shall be held subject to disposal by the Board of Directors or the stockholders, as the case may be. Such stock shall neither vote nor participate in dividends while held by the corporation.

ARTICLE VIII EXECUTION OF INSTRUMENTS

Section 1. All checks and other orders for the payment of money, drafts, notes, bonds, acceptances, contract, and all other instruments, except as may otherwise be provided in these by-laws, or except as may otherwise be provided by a resolution of the Board of Directors, shall be signed by the President or a

Vice-President and by the Treasurer or the Secretary. The Board of Directors may designate the person or persons to execute any such instruments on behalf of the corporation by the facsimile signature of such person or persons as may be designated by the Board of Directors or by any officers to whom such power of designation may have been delegated by the Board of Directors, and the Board of Directors may provide that any such instruments may be sealed with the facsimile seal of the corporation.

ARTICLE IX

MISCELLANEOUS PROVISION REGARDING DIRECTORS, OFFICERS AND EMPLOYEES

Section 1. In the absence of fraud, no contact or other transaction between the corporation and any other corporation and no act of the corporation, shall in any way be affected or invalidated by the fact that any of the directors of the corporation are pecuniarily or otherwise interested in or are directors or officers of, such other corporation, and any director of the corporation who is also a director or officer of such other corporation or who is so interested may be counted in determining the existence of a quorum at any meeting of the Board of Directors of the corporation which shall authorize or approve any such contract or transaction or act.

Section 2. Indemnification of directors and officers – The Company shall indemnify every director or officer, his heirs, executors and administrators against all costs and expenses reasonably incurred by such person in connection with any civil, criminal, administrative or investigative action, suit or proceeding (other than in action by the Company) to which he may be, or is, made a party by reason of his being or having been a director or officer of the Company, except in relation to matters as to which he shall be finally adjudged in such action, suit or proceeding to be liable for negligence or misconduct.

In the event of a settlement or compromise, indemnification shall be provided only in connection with such matters covered by the settlement as to which the company is advised by counsel that the person to be indemnified did not commit a breach of duty as such director or officer.

The amount payable by way of indemnity shall be determined and paid only pursuant to a resolution adopted by a majority of the members of the Board.

The costs and expenses incurred in defending the aforementioned action, suit or proceeding may be paid by the Company in advance of the final disposition of such action, suit or proceedings as authorized in the manner provided for in the preceding paragraph upon receipt of an undertaking by or on behalf of the director or officer to repay such amount, unless it shall ultimately be determined that he is entitled to be indemnified by the Company as authorized in this Section. (Amended August 12, 1985)

ARTICLE X DIVIDENDS AND FINANCES

Section 1. Dividends shall be declared only from the surplus profits of the corporation and shall be payable at such times and in such amounts as the Board of Directors shall determine, either in cash or in shares of the unissued stock of the company, or both, as said Board of Directors shall determine. No dividend which will impair the capital of the corporation shall be declared.

Section 2. All of the property of the corporation shall be liable for the just debts thereof but no holder of or subscriber for shares of the capital stock of the corporation shall as such be individually liable beyond the amount, if any, which may be due upon the share or shares of capital stock held or subscribed for by him.

ARTICLE XI AMENDMENT TO BY-LAWS

The By-Laws of the corporation may be altered, amended, added to or replaced at any meeting of the stockholders by the vote of the majority of the subscribed stock, and no notice of such proposed change in the by-laws shall be necessary prior to such meeting, and any such changes shall become operative immediately upon the same being made, provided, however, that the power to amend, alter or repeal the By-Laws or adopt new By-Laws may be delegated to the Board of Directors in the manner provided by law and any power delegated to the Board of Directors to amend or repeal any By-Laws or adopt new By-Laws shall be considered as revoked whenever a majority of the stockholders of the corporation shall so vote at a regular or special meeting.

ARTICLE XII
FISCAL YEAR

The Fiscal Year of the corporation starts on January 1st and ends on December 31st of each year.

AMENDED ANNEX "A" OF THE AMENDED BY-LAWS
OF
GMA NETWORK, INC.

(As amended on December 9, 2023)

Chief Operating Officer - The Chief Operating Officer who is elected by the Board shall be an Executive Vice-President. He shall have the following powers and duties:

- (a) Assist in overseeing 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 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 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 Finance Officer - The Chief Finance Officer who is elected by the Board shall have the following powers and duties:

- (a) Assist the President/CEO on all strategic and tactical matters as they impact budget management, cost benefit analysis, forecasting needs and the securing of funding requirements;
- (b) Assist the President/CEO in identifying new business opportunities and determining cost effectiveness of new programs/products and services;
- (c) Support the President/CEO in implementing the mission of the organization and attaining its vision by identifying strategies;
- (d) Ensure the timely implementation of business/finance strategies through functional objectives;
- (e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting services;
- (f) Analyze economic trends and relevant information/data and identify revenue opportunities;
- (g) Enforce operational efficiencies, cost reduction, systems enhancement;

- (h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;
- (i) Oversee the finance unit of the organization and ensure that all finance and accounting-related functions are carried out efficiently;
- (j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;
- (k) Ensure that audit issues are resolved and compliance requirements are met;
- (l) Oversee the management and coordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant budgets;
- (m) Oversee the administration and financial reporting of the organization's Retirement Plan;
- (n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may offer employees and potential employees with the goal of attracting and retaining qualified individuals; and
- (o) Perform all other responsibilities that may be assigned by the President/CEO.

Chief Marketing Officer - The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:

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

- (a) Assist the President/CEO set the overall direction of the Company;
- (b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;
- (c) Formulate and execute strategic plans to drive growth and support the Network's overall direction by fostering strong relationships and managing projects from concept development to execution;
- (d) Communicate strategic plans to all Groups/Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;
- (e) Oversee the daily operations of the Company and ensure that people, processes and systems support the strategic direction as planned and approved;
- (f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of success along with all the resources needed;
- (g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;
- (h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to manage any risks or opportunities that may hinder the growth of the business but also the full development and performance of all employees;

- (i) Represent the Company in all engagements necessary to build & maintain strong & mutually beneficial partnerships with clients, other stakeholders;
- (j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;
- (k) Manage all other resources to ensure that the Office of the EVP operates efficiently;
- (l) Keep well-informed of external competitive landscape, industry standards and 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:

- (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 Departments in supporting the Network's overall direction, and promoting its long-term business sustainability;
- (d) Communicate strategic plan to Department/Division/Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;
- (e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;
- (f) Evaluate the performance of Department/Division/Section Heads of the Group or Departments;
- (g) Oversee the daily operations of the Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as planned and approved;
- (h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;
- (i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new markets;
- (j) Manage all other resources to ensure that the Office of the SVP operates efficiently and
- (k) Performs all other responsibilities that may be assigned by the

Executive Vice-President or the President/CEO.

First Vice-President- First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:

- (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 plan that leads the Department in supporting the Network's overall direction;
- (c) Sets overall direction of the Department and ensures that this direction supports the Network's goals/objectives;
- (d) Communicate strategic plan to Section/Division Heads of the Department and solicits ideas on the best way of implementing and realizing the plan;
- (e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;
- (f) Evaluate the performance of the Section and Division Heads of the Department;
- (g) Oversee the daily operations of the Department and ensure that people, processes and systems support the strategic direction as planned and approved;
- (h) Manage all other resources to ensure that the Office of the VP operates efficiently;
- (i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;
- (j) Perform all other responsibilities that may be assigned by the Executive Vice President or the President/CEO.

Division Head –Division Heads shall be elected by the Board and shall have the following powers and duties:

- (a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are aligned with the Corporate vision and mission;
- (b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives;
- (c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables;
- (d) Communicate operational plans and objectives to Section Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;

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

Annex "A"

Matrix of Full Proposed Amendment of the By-Laws of GMA Network, Inc. and the Reasons Therefor			
Article/Section	From	To <i>(with corresponding amendments underscored below)</i>	Reason
ARTICLE I NAME AND SEAL			
Section 1. Name	Unless and until otherwise changed in the manner provided by law, the name of the corporation shall be "GMA NETWORK, INC." (As amended on August 4 and 9, 1995)	-No change-	
Section 2. Seal	The seal of the corporation shall be circular in form and shall bear the name of the corporation around the border and such other device or inscription as the Board of Directors shall determine. The Board of Directors may change the device or inscription thereon at any time and from time to time.	-No change-	
ARTICLE II PRINCIPAL AND BRANCHES OFFICES			

Section 1. Principal Office	The principal office of the corporation shall be at the place stated under the corporation's Articles of Incorporation. (As Amended on March 25, 2022)	-No change-	
Section 2. Other Offices	The Board of Directors may establish branch offices of the corporation at such other places, either within or without the Philippines, as the Board of Directors may determine and direct. The stock and transfer books shall at all times be kept at the principal office of the corporation in the Philippines.	-No change-	
ARTICLE III STOCKHOLDERS			
Section 1. Place of Meeting	All meetings of stockholders shall be held in the principal office of the corporation as stated in the articles of incorporation, or if not practicable, in the city or municipality where such office is located (As amended on March 25, 2022)	-No change-	

<p>Section 2. Annual Meeting</p>	<p>The annual meeting of the stockholders for the election of directors and for the transaction of such other business as may come before the meeting shall be held at the principal office of the corporation, or if not practicable, in the city or municipality where such office is located, on the third Wednesday of May of each year at ten o'clock in the morning. If the election of directors shall not be held on the day designated for any annual meeting or at any adjournment of such meeting, the Board of Directors shall cause the election to be held at a special meeting or soon thereafter as the same may conveniently be held. At such special meeting, the stockholders may elect the directors and transact other business as stated in the notice of the meeting with the same force and effect as at any annual meeting duly called and held. (As amended on</p>	<p>-No change-</p>	
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	October 11, 2005 and March 25, 2022)		
Section 3. Special Meeting	A special meeting of the stockholders may be called by the Chairman of the Board at his discretion or by a majority of the members of the Board of Directors or on the demand of the stockholders holding at least 10% of the outstanding shares of the Corporation, or such number of percentage of outstanding shares as may be prescribed by law or regulation. (as amended on October 11, 2005 and March 25, 2022)	-No change-	
Section 3.a. – Notice of Meeting	Notice of annual meetings or special meetings of stockholders may be sent by the Corporate Secretary by personal delivery, mail, telegraph, cable or electronic transmission to each stockholder of record to his last known post office or electronic mail address or by publication in a general circulation. For annual meetings, the notice shall be sent at least twenty-one (21)	-No change-	

	<p>days prior to the date of the meeting, unless a different period is required by law or regulation, while for special meetings, at least one (1) week written notice shall be sent to all stockholders, unless a different period is provided in the law or regulation.</p> <p>The notice shall state the place, date and hour of the meeting, and the purpose for which the meeting is called. In case of special meetings, only matters stated in the notice can be the subject of motions or deliberations at such meeting.</p> <p>The requirement for notice to the meeting shall be deemed waived if the stockholder, in person or by proxy, shall be present thereat.</p> <p>When the meeting of stockholders is adjourned to another time or place, it shall not be necessary to give any notice of the adjourned</p>		
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	meeting if the time and place to which the meeting is adjourned are announced at the meeting at which the adjournment is taken. At the reconvened meeting, any business may be transacted that might have been transacted on the original date of the meeting. (As amended on October 11, 2005 and March 25, 2022).		
Section 4. Quorum	The holders of a majority of the shares of the subscribed stock of the corporation outstanding, present in person or by proxy at any meeting of stockholders, shall constitute a quorum for the transaction of business, except as may otherwise specially be provided with respect to particular matters by applicable statutory provisions in force at the time of voting with respect to such matters. All provisions of these By-Laws which specify or relate to the powers of the stockholders or to action which may be taken by the	-No change-	

	<p>stockholders at or in connection with meetings thereof shall be interpreted as referring to the holders of shares of stock of the corporation. If there is no quorum at any meeting, the stockholders present in person and by proxy at such meeting may adjourn from time to time to secure the attendance of a quorum and no notice of any such adjournment need be given.</p>		
Section 5. Proxy	<p>Any stockholder may in writing authorize any person or corporation to vote as the proxy of such stockholder at any meeting or meetings of the corporation; provided, however, that such authorization in writing must be filed with or presented to the corporation prior to any meeting or meetings at which such proxy may act pursuant thereto and shall hold good until a written revocation of the same shall be filed with or presented to the corporation</p>	-No change-	

	<p>or until the same shall be superseded by another written authorization of later dates. Duly accomplished proxies must be submitted to the Office of the Corporate Secretary not later than seven (7) working days prior to the date of the stockholders' meeting. Validation of proxies shall be conducted by the Proxy Validation Committee at least five (5) working days prior to the date of the stockholders' meeting. (As amended on October 11, 2005).</p>		
<p>Section 6. Voting</p>	<p>Unless otherwise provided by law, each stockholder shall at every meeting of the stockholders be entitled to one vote, in person, through remote communication, in absentia, or be represented by proxy, for each share with voting right held by such stockholder. At all meetings of the stockholders, all elections and all questions, except in cases where other</p>	<p>-No change-</p>	

	<p>provisions is made by statute, or by the Articles of Incorporation, shall be resolved by the plurality vote of stockholders present in person, through remote communication, in absentia, or represented or by proxy and entitled to vote thereat, a quorum being present. Unless required by law, or demanded by a stockholder present in person, through remote communication, in absentia, or represented by proxy at any meeting, and entitled to vote thereat, the vote on any question need not be by ballot. On a vote by ballot, each ballot shall be signed by the stockholders voting, or in his name by his proxy if there by such proxy, and shall state the number of shares voted by him. (As amended on March 25, 2022)</p>		
ARTICLE IV BOARD OF DIRECTORS			
Section 1. Qualification and Term of Office	<p>The general management of the corporation shall be vested in a Board of Nine (9) directors who shall be</p>	-No change-	

	<p>stockholders holding at least one (1) share and who shall be elected annually by the stockholders entitled to vote to serve until the election and qualification of their successors. If any vacancy shall occur among the directors by reason of death, resignation, or for any other reason, such vacancy may be filled by the remaining directors at any meeting at which a quorum shall be present. Any such vacancy may also be filled by the stockholders entitled to vote at any meeting held during such vacancy. The stockholders entitled to vote at such meeting may also, in case of like mention, accept the resignation of any director and fill the vacancy thereby caused for the unexpired term. In case of a vacancy in the Board, the remaining directors shall continue to act, but if at any time their numbers be reduced to less than quorum, the remaining</p>		
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	<p>directors shall forthwith call a special meeting of the stockholders entitled to vote for the purpose of filling up such vacancy. Any director so chosen to fill the vacancy shall serve for the unexpired term only. (As amended on October 11, 2005)</p> <p>No person shall qualify or be eligible for nomination or election to the Board of Directors if he is engaged in or connected with any business which competes with or is antagonistic to that of the Corporation. Without limiting the generality of the foregoing, a person shall be deemed to be so engaged or connected:</p> <p>(a) If he is an office, manager, director consultant, controlling person of, or the owner (either of record or beneficially) of <u>5%</u> or more of any</p>		
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	<p>outstanding class of shares of, any other corporation or entity engaged in a business which the Board, by a majority vote, determines to be competitive or antagonistic to that of the Corporation; or</p> <p>(b) If the Board, in the exercise of its judgment in good faith, determines by a majority vote that he is the nominee of any person set forth in (a). In determining whether or not a person is a controlling person, beneficial owner, or the nominee of another, the Board may take into account such factors as business</p>		
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	<p>and family relationship. (As amended on April 10, 2006).</p> <p>The Corporation shall have at least two (2) independent directors or at least twenty percent (20%) of the total membership of the Board of Directors, whichever is lesser, as required by law. (As amended on October 11, 2005)</p> <p><i>(Last paragraph of Section 1 moved to 5th paragraph of Section 1.a) (As amended on May 18, 2007).</i></p>		
Section 1.a Nomination of Directors	<p>Section 1.a Nomination of Directors - The Board of Directors - The Board of Directors shall constitute a Nomination Committee consisting of at least three (3) members, one of whom shall be an independent director.</p> <p>The Nomination Committee shall have the authority to promulgate and issue</p>	-No change-	

	<p>guidelines for the conduct of nominations.</p> <p>Nominees to the Board of Directors, including independent directors, shall be submitted to the Nomination Committee for consideration by the latter prior to the annual stockholders' meeting or special meeting duly called for that purpose.</p> <p>The Nomination Committee shall review the qualifications of the nominees for directors and prepare a final list of candidates.</p> <p>For the proper implementation of the foregoing, all nominations to the Board of Directors shall be submitted in writing to the Nomination Committee of the Board of Directors at least thirty (30) working days before the date of the regular annual meeting of stockholders.</p>		
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	<p>After such nomination process, the Nomination Committee shall prepare a Final List of Candidates containing all information about all nominees for directors, which list shall be available to the Securities and Exchange Commission and to all stockholders through the Information or Proxy Statement. The name of the person or group of persons who submitted a particular nominee's name shall be identified in such report including any relationship with the nominee.</p> <p>Only nominees whose names appear on the Final List of Candidates shall be eligible for election as directors. No other nominations shall be entertained or allowed on the floor during the annual stockholders meeting. (As amended on May 18, 2007).</p>		
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<p>Section 2. Election of Directors</p>	<p>The directors of the Corporation shall be elected by majority vote at the annual meeting of the stockholders at which a quorum is present. At each election of directors every stockholder shall have the right to vote, in person or by proxy, the number of shares owned by him for as many persons as there are directors to be elected, or to accumulate his votes by giving one candidate as many votes as the number of such directors multiplied by the number of his shares shall equal, or by distributing such votes at the same principle among any number of candidates. (As amended on October 11, 2005)</p> <p>Subject to existing laws, rules and regulations of the Securities and Exchange Commission or any stock exchange having jurisdiction over the Company, the conduct of election of directors shall be made in</p>	<p>-No change-</p>	
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	<p>accordance with the standard election procedures contained in the By-Laws.</p> <p>It shall be the responsibility of the Chairman of the Meeting to inform all stockholders of the requirement of electing independent directors. The Chairman of the Meeting shall ensure that the independent directors is elected during the stockholders' meeting.</p> <p>Specific slots for independent directors shall not be filled up by unqualified nominees.</p> <p>In case of failure of election for independent directors, the Chairman of the Meeting shall call a separate election during the same meeting to fill up the vacancy. (As amended on May 18, 2007)</p>		
Section 3. Place of Meetings	The Board of Directors may hold its meeting in the principal office or at such other places within or without	-No change-	

	the Republic of the Philippines as the Board may from time to time determine or as shall be specified or fixed in the respective notices or waivers of notice thereof.		
Section 4. Meeting of the Board	<p>Regular meetings of the Board of Directors shall be held at such places and at such times as the Board shall from time to time by resolution determine. If any day fixed for a regular meeting shall be a legal holiday at the place where the meeting is to be held, then the meeting which would otherwise be held on that day shall be held at the same hour on the next succeeding day not a legal holiday. (Delete: Notice of regular meetings need not be given.) (As amended on March 25, 2022).</p> <p>Special meetings of the Board of Directors may be called at any time upon the request of the Chairman of the Board or President or by the person or persons calling the meeting,</p>	-No change-	

	<p>by advising him by word of mouth, by telephone, by telegraph, by electronic transmission of such meeting or by leaving notice of such meeting with him or at his residence or usual place of business, or by mailing it, postage prepaid and addressed to him at his residence as it appears upon the books of the corporation. Non-receipt of any such notice shall not invalidate any business done at any meeting at which a quorum is present.</p> <p>Notice of regular or special meetings of directors must be sent to every director at least two days prior to the scheduled meeting, unless a different period is required by law or regulation. (As Amended on March 25, 2022)</p> <p>If at any meeting of the Board of Directors however called or wherever held, all of the directors at the time in the Philippines shall be present or</p>		
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	shall before or after the Meeting waive notice of such meeting by a writing filed with the Secretary of the corporation, or after any such meeting shall consent to the holding of the meeting and all action taken thereat, then any and all action taken at such meeting shall be legal and validly taken.		
Section 5. Quorum and Manner of Acting	A majority of the number of directors as fixed in the Articles of Incorporation shall constitute a quorum for the transaction of corporate business, and every decision of at least a majority of the directors present at a meeting at which there is a quorum shall be valid as a corporate act, except for the election of officers which shall require the vote of a majority of all the members of the Board. In the absence of a quorum, the directors present may adjourn any meeting from time to time until a quorum could be attained. Notice of any such	-No change-	

	adjourned meeting need not be given. (As amended on August 12, 1985)		
Section 6. Powers	<p>The Board of Directors shall have such powers and authorities as are herein by these By-Laws or by statutes of the Philippines expressly conferred upon it.</p> <p>Without prejudice to the general powers hereinabove conferred, the Board of Directors shall have the following powers:</p> <p style="padding-left: 40px;">(a) Determine the period, manner and conditions under which the Corporation shall engage in the kinds of business comprised in the primary and secondary purposes of the Articles of Incorporation.</p>	-No change-	

	<p>(b) Determine the declaration of dividends out of profits or surplus.</p> <p>(c) Submit annually to the regular general meeting of the stockholders the Balance Sheet, Profit and Loss Statement, and Annual Report on the condition of the Corporation.</p> <p>(d) Call special meetings of stockholders.</p> <p>(e) Determine the time and manner of issuance of unissued stocks of the corporation.</p> <p>(f) Institute, maintain, defend, compromise or drop any litigation in which the Corporation or its officers may be</p>		
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	<p>interested as plaintiff or defendant, in connection with the business of the Corporation.</p> <p>(g) Delegate, from time to time, when not prohibited by law, any of the powers of the Board, in the course of the current businesses of the Corporation to any Committee or Special Committee or to any officer of the Corporation or agent, or management agreement and/or to appoint any person to be agents of the corporation with such powers (including the power of sub-delegate), and upon such terms as may be deemed fit.</p>		
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	<p>The Board of Directors may create an executive committee of three (3) members from among the members of the Board and appoint the Chairman of the said Committee. Such committee shall, except as may otherwise be provided by law or by resolution of the Board of Directors, have and exercise all powers of the Board during the intervals between meetings of the full Board. Such committee may prescribe rules for its government; its meetings may be held at such place within or outside the Philippines as it may determine or authorize, and a majority of said committee at any meeting shall constitute a quorum. Members of the Executive Committee shall receive such compensation as may be fixed by the Board for attendance at said meetings. Regular minutes of acts and proceedings of the Executive</p>		
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	Committee shall be kept by the Corporate Secretary who shall act as the Secretary of the Executive Committee. (As amended on March 20, 1985.)		
Section 7. Vacancy and Removal	<p>In case of any vacancies in the Board of Directors, the remaining members of the Board of Directors constituting a quorum, may fill the same by the affirmative vote of a majority of such remaining members for the unexpired term subject, however, to the provisions of Section 1 of Article IV.</p> <p>The stockholders of the corporation may at any special meeting depose or remove from office any director or directors, including any director or directors appointed by the Board of Directors pursuant to the provisions of Section 1 of Article IV and in case of any such removal the stockholders may choose a</p>	-No change-	

	successor or successors to hold office for the unexpired term.		
Section 8. Compensation	As compensation of the directors, the Board shall receive and allocate yearly an amount of not more than Two and a Half Percent (2.5%) of the net income after income tax of the corporation during the preceding year. Of the said 2.5%, One Percent (1%) shall be allocated to the members of the Board of Directors to be distributed share and share alike. The remaining One and Half Percent (1.5%) shall be allocated to the members of the Executive Committee to be distributed share and share alike. As approved by the stockholders representing at least a majority of the outstanding capital stock. (Amended on April 10, 2006).	-No change-	
Section 9. Minutes	Minutes of the meetings of the Board of Directors shall be kept and carefully preserved as a record of the business	-No change-	

	transacted at such meetings. The minutes shall contain such entries as may be required by law.		
ARTICLE V OFFICERS			
Section Designations	<p>1. The Board of Directors shall annually, at their first meeting, elect the following officers:</p> <ol style="list-style-type: none"> 1. Chairman of the Board of Directors 2. Chief Executive Officer 3. President 4. Chief Operating Officer 5. Chief Financial Officer (please see Annex "A" for the powers and duties of a Chief Financial Officer) 6. Chief Marketing Officer (please see Annex "A" for the powers and duties of a Chief Financial Officer) 7. Executive Vice President (please see Annex "A" for the 	<p>The Board of Directors shall annually, at their first meeting, elect the following officers:</p> <ol style="list-style-type: none"> 1. Chairman of the Board of Directors 2. Chief Executive Officer 3. President 4. Chief Operating Officer (please see Amended Annex "A" for the powers and duties of a Chief Operating Officer) 5. Chief Financial Officer (please see Amended Annex "A" for the powers and duties of a Chief Financial Officer) 6. Chief Marketing Officer (please see Amended Annex "A" for the powers and duties of a Chief Marketing Officer) 7. Executive Vice President (please see Amended 	<p>(a) To reflect the updated designations of Chairman, President, CEO and COO, as separate officer positions in the Company, subject to further provisions in the Amended By-Laws as amended and approved; (b) to delete references to "Chairman/CEO" and "President/COO" in the relevant provisions of the Amended By-Laws; (c) to allow for the updated position of "President/CEO" in the Company; and (d) to provide for the separate powers and duties of COO in the Company</p>

	<p>powers and duties of an Executive Vice-President)</p> <p>8. Senior Vice-President (please see Annex “A” for the powers and duties of a Senior Vice-President)</p> <p>9. First Vice-President (please see Annex “A” for the powers and duties of a First Vice-President)</p> <p>10. Vice-Presidents, Senior Assistant Vice-President and Assistant Vice-President</p> <p>11. Division Head (please see Annex “A” for the powers and duties of a Division Head)</p> <p>12. Corporate Secretary and Assistant Corporate Secretary, and</p> <p>13. Treasurer.</p>	<p>Annex “A” for the powers and duties of an Executive Vice-President)</p> <p>8. Senior Vice-President (please see <u>Amended</u> Annex “A” for the powers and duties of a Senior Vice-President)</p> <p>9. First Vice-President (please see <u>Amended</u> Annex “A” for the powers and duties of a First Vice-President)</p> <p>10. Vice-President, Senior Assistant Vice-President and Assistant Vice-President</p> <p>11. Division Head (please see <u>Amended</u> Annex “A” for the powers and duties of a Division Head)</p> <p>12. Corporate Secretary and Assistant Corporate Secretary, and</p> <p>13. Treasurer.</p>	
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	<p>The Board shall also from time to time appoint such other officers and agents as it 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)</p>	<p>The Board shall also from time to time appoint such other officers and agents as it 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, March 25, 2022 and December 9, 2023)</p>	
<p>Section 2. Compensation</p>	<p>The salary or compensation of all officers and agents elected or appointed by the Directors, as may be recommended by the Compensation</p>	<p>-No change-</p>	

	Committee, but not mandatorily required, shall be fixed by the Board. (As amended on March 4, 2013 and on March 25, 2022)		
Section 3. Duties	The Board of Directors and the President may from time to time prescribe the duties and functions of the officers, agents and employees of the Company, and all officers and employee of the company shall be subject to immediate removal by the Board of Directors with or without cause.	-No change-	
Section 4. Chairman of the Board of Directors	<p>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:</p> <p>(a) Execute on behalf of the Corporation contracts and agreements which</p>	<p>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. <u>He shall also perform such other functions and duties as may be delegated to him by the Board of Directors.</u> (As amended on December 9, 2023)</p>	<p>(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</p>

	<p>the said Corporation may enter into;</p> <p>(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;</p> <p>(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;</p> <p>(d) Appoint employees below the level of Assistant Vice-</p>		
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	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.)		
Section 5. The President	<p>The President who is elected by the Board from among their members shall be the Chief Operating Officer.</p> <p>In the absence of the Chairman of the Board/CEO, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have the following powers and duties:</p> <p>(a) Oversee the day to day operations of the corporation;</p> <p>(b) As may be authorized by the Chairman/CEO or the Board of</p>	<p>The President who is elected by the Board from among their members shall be the Chief <u>Executive</u> Officer.</p> <p>In the absence of the Chairman of the Board, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have the following powers and duties:</p> <p>(a) <u>Execute on behalf of the Corporation contracts and agreements which the said Corporation may enter into;</u></p> <p>(b) <u>Sign, endorse and deliver, in</u></p>	<p>(a) To reflect the updated designation and powers and duties of the President as the CEO of the Company; (b) to delete references to "President/COO" in the relevant provisions of the Amended By-Laws</p>

	<p>Directors, execute on behalf of the Corporation contracts and agreements which the said Corporation may enter into;</p> <p>(c) 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;</p> <p>(d) Exercise such other power and perform such other duties as the Chairman/CEO or Board of Directors may from time to time fix or delegate. (As amended on</p>	<p><u>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;</u></p> <p>(c) <u>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;</u></p> <p>(d) <u>Appoint employees below the level of Assistant Vice-President;</u></p> <p>(e) <u>Exercise such other power and perform such other duties as the Board of Directors may from time to time</u></p>	
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	October 28, 2010)	<u>fix or delegate.</u> (As amended on December 9, 2023)	
Section 6. Vice-Presidents, Senior Assistant Vice-Presidents and Assistant Vice-Presidents	<p>Vice Presidents, Senior Assistant Vice-Presidents and Assistant Vice-President shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Exercise direct supervision and control over the different departments of the Corporation that may be placed under their responsibility.</p> <p>(b) Exercise such other powers and perform such other duties as the Board of Directors, the Chairman and/or the President may from time to time fix or delegate. (As amended on March 4, 2013 and on March 25, 2022)</p>	-No change-	
Section 7. Treasurer	The Treasurer shall be elected by the Board of Directors and	-No change-	

	<p>he may not be a stockholder of the Corporation. He shall hold office at the pleasure of the Board and he shall have the following powers and duties</p> <p>(a) Have custody of, and be responsible for, all the funds, securities and bonds of the Corporation and keep a complete and accurate record of transaction in the corresponding books of account of the Corporation, and see to it that all disbursements and expenditures are evidenced by appropriate vouchers.</p> <p>(b) Deposit in the name of and to the credit of the corporation in such banks as may be</p>		
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	<p>designated from time to time by the Board of Directors, all of the money, funds, securities, bonds and similar valuables belonging to the Corporation which may come under his control.</p> <p>(c) To receive and give receipts for all moneys paid to the Corporation from any source whatsoever, and generally perform such other duties as may be required by the law or prescribed by the Board of Directors or the President.</p> <p>(d) Render an annual statement showing the financial condition of the Corporation on the</p>		
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	<p>30th day of June of each year and such other financial reports as the Board of Directors or the President may from time to time require.</p> <p>The Treasurer may delegate the duties of the office to an Assistant Treasurer with the approval of the Board of Directors.</p>		
<p>Section 8. Corporate Secretary and Assistant Corporate Secretary</p>	<p>The Corporate Secretary and the Assistant Corporate Secretary shall be citizens and residents of the Philippines, shall be elected by the Board of Directors and they may or may not be a stockholder of the corporation. They shall hold the office at the pleasure of the Board, and they shall perform the following duties:</p> <p>(a) Keep full minutes of all meetings of the Board of Directors and of the stockholders;</p>	-No change-	

	<p>(b) Keep a stock and transfer book and the corporate seal, which he shall stamp on all documents requiring such seal of the Corporation;</p> <p>(c) Fill and countersign all the certificate of stock issued, making the corresponding annotations on the margin or stub certificates upon issuances;</p> <p>(d) Give, or cause to be given, all notices, required by law or by the By-Laws of the Corporation, as well as notice of all meetings of the Board of Directors and of the stockholders;</p> <p>(e) Perform such other duties as may be prescribed by the Board of Directors or</p>		
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	<p>the President. The Corporate Secretary may delegate the duties of the office to an Assistant Corporate Secretary with the approval of the Board of Directors. (As amended on March 4, 2013 and on March 25, 2022).</p>		
<p>Section 9. Vacancies and Delegation of Offices</p>	<p>If the office of the Chairman, President, Vice-President, Treasurer, or Secretary becomes vacant by death, resignation, or otherwise, the remaining directors, if still constituting a quorum, by a majority vote may choose a successor or successors who shall hold office for the unexpired term.</p> <p>In case of temporary absence of any officer of the Corporation or for any other reason that the Board of Directors may deem sufficient, the Board of Directors may delegate the</p>	-No change-	

	powers and duties for the time being to any other officers, provided a majority of the Board concur therein and such delegation is not covered by any express prohibition of these By-Laws.		
ARTICLE VI CERTIFICATE OF STOCK			
Section 1.	Subject to and in accordance with the provisions of law, this corporation shall have the power from time to time to issue two or more classes of stock, and two or more series of stock of the same class, with the preferences, voting powers, restrictions, and qualifications thereof fixed as provided by law, including the power to provide that the par value of the shares of one class or of the shares of any other class or of any other series within said class. This corporation shall also have the power from time to time to reduce its capital or capital	-No change-	

	stock in accordance with the provisions of law.		
Section 2.	Certificate for shares of stock of the corporation shall be of such form and device as the Board of Directors shall from time to time determine but each such certificate shall plainly show its number, the date of issuance, designation, if any, and class of series of shares for which it is issued, the stockholder to whom it is issued, and also the par value of the shares covered thereby.	-No change-	
Section 3.	Each Certificate of stock shall be sealed with the corporate seal and signed by the President or a Vice-President and also by the Secretary or by an Assistant Secretary, provided, however, that the Board of Directors may provide that stock certificate shall be sealed with only the facsimile seal of the corporation and signed with only the facsimile signature of the President or Vice-President and also the	-No change-	

		Secretary or an Assistant Secretary.		
ARTICLE VII				
Section Transfer shares	1.	Transfer of shares of stock may be made by indorsment and delivery of the certificates. The indorsee shall be entitled to a new certificate upon surrendering the old one. No such transaction shall be valid, except between the parties thereto, until such new certificate shall have been obtained or the transfer shall have been recorded on the books of the corporation so as to show the date for the transfer, the names of the parties thereto, their addresses, and the number and class of the shares transferred. Upon such surrender of any certificate the same shall be cancelled.	-No change-	
Section Closing Transfer Books	2.	For the purpose of determining the stockholders entitled to notice of, or to vote at, any meeting of	-No change-	

<p>or Fixing of Record Date</p>	<p>stockholders or any adjournment thereof or to receive payment of any dividend, or of making a determination of stockholders for any other proper purpose, the Board of Directors may provide that the stock and transfer books be closed for a stated period, but not to exceed, in any case, thirty five (35) days. If the stock and transfer books be closed for the purpose of determining stockholders entitled to notice of, or to vote at, a meeting of stockholders, such books shall be closed for at least twenty (20) days immediately preceding a regular meeting, and at least seven (7) days immediately preceding a special meeting. In lieu of closing the stock and transfer books, the Board of Directors may fix in advance a date as the record date which shall in no case be less than twenty-one (21) days prior to the date on which the particular action requiring such determination</p>		
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	of stockholders is to be taken, except in instance where applicable rules and regulations provide otherwise. (As amended on amended on October 11, 2005 and March 25, 2022)		
Section 3. Loss or mutilation	In case of loss, mutilation, or destruction of any certificate of shares of stock of the corporation, a duplicate certificate may be issued upon such terms as the Board of Directors may prescribe, in accordance with existing laws.	-No change-	
Section 4. Holder of Record	The corporation shall be entitled to treat the holder of record of any share or shares of its capital stock as the holder in fact thereof for any purpose whatsoever and shall not be bound to recognize any equitable or other claimant thereto, except as provided in Section 1 of this Article.	-No change-	
Section 5. Sale of Unissued Stocks	The unissued stock of the corporation may be offered	-No change-	

	for sale and sold in such quantities and at such times as the Board of Directors of the corporation may from time to time determine, and shall be sold upon such terms and conditions (not less than par) as may be determined by the Board of Directors and approved by the Securities and Exchange Commission.		
Section 6. Treasury Shares	Treasury shares of the corporation shall consist of such issued and outstanding stock of the corporation as may be donated to the corporation or otherwise acquired by it, and shall be held subject to disposal by the Board of Directors or the stockholders, as the case may be. Such stock shall neither vote nor participate in dividends while held by the corporation.	-No change-	
ARTICLE VIII EXECUTION OF INSTRUMENTS			
Section 1.	All checks and other orders for the payment of money,	-No change-	

	<p>drafts, notes, bonds, acceptances, contract, and all other instruments, except as may otherwise be provided in these by-laws, or except as may otherwise be provided by a resolution of the Board of Directors, shall be signed by the President or a Vice-President and by the Treasurer or the Secretary. The Board of Directors may designate the person or persons to execute any such instruments on behalf of the corporation by the facsimile signature of such person or persons as may be designated by the Board of Directors or by any officers to whom such power of designation may have been delegated by the Board of Directors, and the Board of Directors may provide that any such instruments may be sealed with the facsimile seal of the corporation.</p>		
ARTICLE IX MISCELLANEOUS PROVISION REGARDING DIRECTORS, OFFICERS AND EMPLOYEES			

Section 1.	In the absence of fraud, no contact or other transaction between the corporation and any other corporation and no act of the corporation, shall in any way be affected or invalidated by the fact that any of the directors of the corporation are pecuniarily or otherwise interested in or are directors or officers of, such other corporation, and any director of the corporation who is also a director or officer of such other corporation or who is so interested may be counted in determining the existence of a quorum at any meeting of the Board of Directors of the corporation which shall authorize or approve any such contract or transaction or act.	-No change-	
Section 2. Indemnification of directors and officers	The Company shall indemnify every director or officer, his heirs, executors and administrators against all costs and expenses reasonably incurred by such	-No change-	

	<p>person in connection with any civil, criminal, administrative or investigative action, suit or proceeding (other than in action by the Company) to which he may be, or is, made a party by reason of his being or having been a director or officer of the Company, except in relation to matters as to which he shall be finally adjudged in such action, suit or proceeding to be liable for negligence or misconduct.</p> <p>In the event of a settlement or compromise, indemnification shall be provided only in connection with such matters covered by the settlement as to which the company is advised by counsel that the person to be indemnified did not commit a breach of duty as such director or officer.</p> <p>The amount payable by way of indemnity shall be determined and paid only pursuant to a resolution</p>		
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	<p>adopted by a majority of the members of the Board.</p> <p>The costs and expenses incurred in defending the aforementioned action, suit or proceeding may be paid by the Company in advance of the final disposition of such action, suit or proceedings as authorized in the manner provided for in the preceding paragraph upon receipt of an undertaking by or on behalf of the director or officer to repay such amount, unless it shall ultimately be determined that he is entitled to be indemnified by the Company as authorized in this Section. (Amended August 12, 1985)</p>		
ARTICLE X DIVIDENDS AND FINANCES			
Section 1.	Dividends shall be declared only from the surplus profits of the corporation and shall be payable at such times and in such amounts as the Board of Directors shall determine,	-No change-	

	either in cash or in shares of the unissued stock of the company, or both, as said Board of Directors shall determine. No dividend which will impair the capital of the corporation shall be declared.		
Section 2.	All of the property of the corporation shall be liable for the just debts thereof but no holder of or subscriber for shares of the capital stock of the corporation shall as such be individually liable beyond the amount, if any, which may be due upon the share or shares of capital stock held or subscribed for by him.	-No change-	
ARTICLE XI AMENDMENT TO BY-LAWS			
	The By-Laws of the corporation may be altered, amended, added to or replaced at any meeting of the stockholders by the vote of the majority of the subscribed stock, and no notice of such proposed change in the by-laws shall be necessary prior	-No change-	

	to such meeting, and any such changes shall become operative immediately upon the same being made, provided, however, that the power to amend, alter or repeal the By-Laws or adopt new By-Laws may be delegated to the Board of Directors in the manner provided by law and any power delegated to the Board of Directors to amend or repeal any By-Laws or adopt new By-Laws shall be considered as revoked whenever a majority of the stockholders of the corporation shall so vote at a regular or special meeting.		
ARTICLE XII FISCAL YEAR			
	The Fiscal Year of the corporation starts on January 1 st and ends on December 31 st of each year.	-No change-	
ANNEX A OF THE AMENDED BY-LAWS			
<u>Chief Operating Officer</u>		<u>The Chief Operating Officer who is elected by the Board shall be an Executive Vice-</u>	New provision to reflect the COO position as a separate position from President, and to

		<p><u>President. He shall have the following powers and duties:</u></p> <p>(a) <u>Assist in overseeing the day to day operations of the Company;</u></p> <p>(b) <u>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;</u></p> <p>(c) <u>As may be authorized by _____ the President/CEO or the Board of Directors, 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</u></p>	<p>harmonize with the updated position and duties of President/CEO</p>
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		<p><u>money in the name and on behalf of the Company;</u></p> <p>(d) <u>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.</u></p>	
Chief Finance Officer	<p>The Chief Finance Officer who is elected by the Board shall be the Executive Vice-President. He shall have the following powers and duties:</p> <p>(a) Assist the President/COO on all strategic and tactical matters as they impact budget management, cost benefit analysis, forecasting needs and the securing of funding requirements;</p> <p>(b) Assist the President/COO in identifying new business</p>	<p>The Chief Finance Officer who is elected by the Board shall <u>have the following powers and duties:</u></p> <p>(a) Assist the President/<u>CEO</u> on all strategic and tactical matters as they impact budget management, cost benefit analysis, forecasting needs and the securing of funding requirements;</p> <p>(b) Assist the President/<u>CEO</u> in identifying new business</p>	<p>(a) To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO, (b) to allow flexibility in the appointment/ election of the CFO in the future; i.e., in that the CFO does not necessarily have to be the/an EVP, can be an SVP, (c) to correct a typographical error under item (n), and (d) to harmonize with the responsibilities of other frontline officers, insofar as the new proposed additional responsibility of the CFO under last item (o)</p>

	<p>opportunities and determining cost effectiveness of new programs/products and services;</p> <p>(c) Support the President/COO in implementing the mission of the organization and attaining its vision by identifying strategies;</p> <p>(d) Ensure the timely implementation of business/finance strategies through functional objectives;</p> <p>(e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting services;</p> <p>(f) Analyze economic trends and relevant information/data and identify revenue opportunities;</p> <p>(g) Enforce operational</p>	<p>opportunities and determining cost effectiveness of new programs/products and services;</p> <p>(c) Support the President/<u>CEO</u> in implementing the mission of the organization and attaining its vision by identifying strategies;</p> <p>(d) Ensure the timely implementation of business/finance strategies through functional objectives;</p> <p>(e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting services;</p> <p>(f) Analyze economic trends and relevant information/data and identify revenue opportunities;</p> <p>(g) Enforce operational</p>	
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	<p>efficiencies, cost reduction, systems enhancement;</p> <p>(h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;</p> <p>(i) Oversee the finance unit of the organization and ensure that all finance and accounting-related functions are carried out efficiently;</p> <p>(j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;</p> <p>(k) Ensure that audit issues are resolved and compliance requirements are met;</p> <p>(l) Oversee the management and coordination of all</p>	<p>efficiencies, cost reduction, systems enhancement;</p> <p>(h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;</p> <p>(i) Oversee the finance unit of the organization and ensure that all finance and accounting-related functions are carried out efficiently;</p> <p>(j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;</p> <p>(k) Ensure that audit issues are resolved and compliance requirements are met;</p> <p>(l) Oversee the management and coordination of all</p>	
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	<p>fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant budgets;</p> <p>(m) Oversee the administration and financial reporting of the organization's Retirement Plan;</p> <p>(n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may offer employees and potential employees with the goal of attracting and retaining qualified individuals.</p>	<p>fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant budgets;</p> <p>(m) Oversee the administration and financial reporting of the organization's Retirement Plan;</p> <p>(n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may <u>offer</u> employees and potential employees with the goal of attracting and retaining qualified individuals; <u>and</u></p>	
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		(o) <u>Perform all other responsibilities that may be assigned by the President/CEO.</u>	
Chief Marketing Officer	<p>The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:</p> <p>(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;</p> <p>(b) Develop and communicate the visions and mission of the Group and ensure that these are aligned with the Company's</p>	<p>The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:</p> <p>(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;</p> <p>(b) Develop and communicate the visions and mission of the Group and ensure that these are aligned with the</p>	To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO

	<p>vision and mission;</p> <p>(c) Set the overall direction of the Group and ensure that this direction supports the Company's goals/objectives;</p> <p>(d) Develop the structure of the Company's Sales and Marketing department, developing sales strategies and marketing campaign ideas and coordinating marketing efforts with the Company's financial and branding goals;</p> <p>(e) Oversee the Company's overall sales and marketing strategies;</p> <p>(f) Take lead in marketing and selling the free-to-air broadcast TV, radio and digital platforms of the Company, to generate as much</p>	<p>Company's vision and mission;</p> <p>(c) Set the overall direction of the Group and ensure that this direction supports the Company's goals/objectives;</p> <p>(d) Develop the structure of the Company's Sales and Marketing department, developing sales strategies and marketing campaign ideas and coordinating marketing efforts with the Company's financial and branding goals;</p> <p>(e) Oversee the Company's overall sales and marketing strategies;</p> <p>(f) Take lead in marketing and selling the free-to-air broadcast TV, radio and digital platforms</p>	
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	<p>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;</p> <p>(g) Analyze revenue sources and provide direction on how sales and marketing could help generate the highest possible revenue for the Company;</p> <p>(h) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(i) Evaluate the performance of the Sales and Marketing Heads of the Group;</p> <p>(j) Oversee the daily operations of the Group and ensure</p>	<p>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;</p> <p>(g) Analyze revenue sources and provide direction on how sales and marketing could help generate the highest possible revenue for the Company;</p> <p>(h) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(i) Evaluate the performance of the Sales and Marketing Heads of the Group;</p> <p>(j) Oversee the daily</p>	
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	<p>that people, processes, and systems support the strategic direction as planned and approved;</p> <p>(k) Keep well-informed of the external competitive landscape, industry standards and developments, opportunities for revenue growth, and new markets; and</p> <p>(l) Perform all other responsibilities that may be assigned by the Chairman & CEO.</p>	<p>operations of the Group and ensure that people, processes, and systems support the strategic direction as planned and approved;</p> <p>(k) Keep well-informed of the external competitive landscape, industry standards and developments, opportunities for revenue growth, and new markets; and</p> <p>(l) Perform all other responsibilities that may be assigned by the <u>President/CEO</u>.</p>	
Executive Vice-President	<p>The Executive Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist the Chairman & CEO and President & COO set the overall direction of the</p>	<p>The Executive Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist the <u>President/CEO</u> set the overall direction of the Company;</p>	<p>To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO</p>

	<p>Company;</p> <p>(b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;</p> <p>(c) Formulate and execute strategic plans to drive growth and support the Network's overall direction by fostering strong relationships and managing projects from concept development to execution;</p> <p>(d) Communicate strategic plans to all Groups/Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Oversee the daily operations of the Company and ensure</p>	<p>(b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;</p> <p>(c) Formulate and execute strategic plans to drive growth and support the Network's overall direction by fostering strong relationships and managing projects from concept development to execution;</p> <p>(d) Communicate strategic plans to all Groups/Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Oversee the daily operations of the Company and ensure</p>	
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	<p>that people, processes and systems support the strategic direction as planned and approved;</p> <p>(f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of success along with all the resources needed;</p> <p>(g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;</p> <p>(h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to manage any risks or</p>	<p>that people, processes and systems support the strategic direction as planned and approved;</p> <p>(f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of success along with all the resources needed;</p> <p>(g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;</p> <p>(h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to</p>	
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	<p>opportunities that may hinder the growth of the business but also the full development and performance of all employees;</p> <p>(i) Represent the Company in all engagements necessary to build & maintain strong & mutually beneficial partnerships with clients, other stakeholders;</p> <p>(j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;</p> <p>(k) Manage all other resources to ensure that the Office of the EVP operates efficiently;</p> <p>(l) Keep well-informed of external competitive landscape, industry</p>	<p>manage any risks or opportunities that may hinder the growth of the business but also the full development and performance of all employees;</p> <p>(i) Represent the Company in all engagements necessary to build & maintain strong & mutually beneficial partnerships with clients, other stakeholders;</p> <p>(j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;</p> <p>(k) Manage all other resources to ensure that the Office of the EVP operates efficiently;</p> <p>(l) Keep well-informed of external competitive</p>	
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	standards and developments, opportunities for expansion, and new opportunities; and (m) Perform all other responsibilities that may be assigned by the Chairman & CEO and President & COO.	landscape, industry standards and developments, opportunities for expansion, and new opportunities; and (m) Perform all other responsibilities that may be assigned by the <u>President/CEO</u> .	
Senior Vice-President	<p>Senior Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(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;</p> <p>(b) Set overall direction of the Group or Departments and ensures that this direction supports the Network's</p>	<p>Senior Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(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;</p> <p>(b) Set overall direction of the Group or Departments and ensures that this direction supports the Network's</p>	To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO

	<p>goals/objectives;</p> <p>(c) Formulate strategic plan/s that leads the Group or Departments in supporting the Network's overall direction, and promoting its long-term business sustainability;</p> <p>(d) Communicate strategic plan to Department/Division /Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of Department/Division /Section Heads of the</p>	<p>goals/objectives;</p> <p>(c) Formulate strategic plan/s that leads the Group or Departments in supporting the Network's overall direction, and promoting its long-term business sustainability;</p> <p>(d) Communicate strategic plan to Department/Division /Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of Department/Division /Section Heads of</p>	
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	<p>Group or Departments;</p> <p>(g) Oversee the daily operations of the Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as planned and approved;</p> <p>(h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for</p>	<p>the Group or Departments;</p> <p>(g) Oversee the daily operations of the Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as planned and approved;</p> <p>(h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for</p>	
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	<p>expansion, and new markets;</p> <p>(j) Manage all other resources to ensure that the Office of the SVP operates efficiently and</p> <p>(k) Performs all other responsibilities that may be assigned by the Executive Vice-President, the President & COO or the Chief Executive Officer.</p>	<p>expansion, and new markets;</p> <p>(j) Manage all other resources to ensure that the Office of the SVP operates efficiently and</p> <p>(k) Performs all other responsibilities that may be assigned by the Executive Vice-President <u>or</u> the <u>President/CEO</u>.</p>	
First Vice-President	<p>First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Develop and communicate vision and mission of the Department and ensure that these are aligned with the Network's vision and mission;</p> <p>(b) Formulate strategic plan that leads the Department in</p>	<p>First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Develop and communicate vision and mission of the Department and ensure that these are aligned with the Network's vision and mission;</p> <p>(b) Formulate strategic plan that leads the Department in</p>	<p>To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO</p>

	<p>supporting the Network's overall direction;</p> <p>(c) Sets overall direction of the Department and ensures that this direction supports the Network's goals/objectives;</p> <p>(d) Communicate strategic plan to Section/Division Heads of the Department and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of the Section and Division Heads of the Department;</p> <p>(g) Oversee the daily operations of the</p>	<p>supporting the Network's overall direction;</p> <p>(c) Sets overall direction of the Department and ensures that this direction supports the Network's goals/objectives;</p> <p>(d) Communicate strategic plan to Section/Division Heads of the Department and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of the Section and Division Heads of the Department;</p> <p>(g) Oversee the daily operations of the</p>	
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	<p>Department and ensure that people, processes and systems support the strategic direction as planned and approved;</p> <p>(h) Manage all other resources to ensure that the Office of the VP operates efficiently;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;</p> <p>(j) Perform all other responsibilities that may be assigned by the Executive Vice President, the President & COO or the Chief Executive Officer.</p>	<p>Department and ensure that people, processes and systems support the strategic direction as planned and approved;</p> <p>(h) Manage all other resources to ensure that the Office of the VP operates efficiently;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;</p> <p>(j) Perform all other responsibilities that may be assigned by the Executive Vice President <u>or</u> the <u>President/CEO</u>.</p>	
Division Head	Division Heads shall be elected by the Board and shall	Division Heads shall be elected by the Board and shall have the following powers and duties:	To correct the typographical error under item (d)

	<p>have the following powers and duties:</p> <ul style="list-style-type: none"> (a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are aligned with the Corporate vision and mission; (b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives; (c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables; (d) Communicate operational plans and objections to Section 	<ul style="list-style-type: none"> (a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are aligned with the Corporate vision and mission; (b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives; (c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables; (d) Communicate operational plans and <u>objectives</u> to Section 	
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	<p>Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide Section Heads in formulating individual performance objectives and action plans to support Department Objectives and ensure timely implementation of approved objectives and plans;</p> <p>(f) Guide and monitor the performance objectives or direct reports ensuring that commitments are delivered on time;</p> <p>(g) Evaluate the performance of Section Heads of Divisions;</p> <p>(h) Oversee the daily operations of the Division and ensure that people, processes</p>	<p>Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide Section Heads in formulating individual performance objectives and action plans to support Department Objectives and ensure timely implementation of approved objectives and plans;</p> <p>(f) Guide and monitor the performance objectives or direct reports ensuring that commitments are delivered on time;</p> <p>(g) Evaluate the performance of Section Heads of Divisions;</p> <p>(h) Oversee the daily operations of the Division and ensure that people, processes</p>	
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	<p>and systems including budgetary/logistics requirements are in place and operate efficiently;</p> <p>(i) Perform all other responsibilities that may be assigned by immediate superiors/Department Head.</p>	<p>and systems including budgetary/logistics requirements are in place and operate efficiently;</p> <p>(i) Perform all other responsibilities that may be assigned by immediate superiors/Department Head.</p>	
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REPUBLIC OF THE PHILIPPINES)
MAKATI CITY) S.S.

CERTIFICATION

I, **ANNA-TERESA M. GOZON-VALDES**, Corporate Secretary of GMA Network, Inc. with SEC Identification Number 5213 and with principal office address at GMA Network Center, EDSA corner Timog Avenue, Diliman, Quezon City, state:


1. That on behalf of GMA Network, Inc., I have caused the attached Application for Amendment of By-Laws and/or Request for Clearance to File Amended By-Laws to be submitted;
2. That I read and understood its contents which are based on personal knowledge and/or authentic corporate records;
3. That GMA Network, Inc. will comply with the requirements set forth in SEC Notice dated May 12, 2021 to effect a complete and official submission of reports and/or documents through electronic mail;
4. That I am fully aware that submitted documents which require pre-evaluation and/or processing fee shall be considered complete and officially received only upon payment of such filing fee and
5. That the email account designated by the Company pursuant to SEC Memorandum Circular No. 28, s. 2020 shall be used by the company in its online submission to MSRD.

IN WITNESS WHEREOF, I have hereunto set my hand this 04th day of February 2025 at Makati City.


ANNA-TERESA M. GOZON-VALDES
Corporate Secretary

SUBSCRIBED AND SWORN to before me this 04th day of February 2025 at Makati City, affiant exhibiting to me her Social Security System Identification No. 33-2709000-4.

Doc. No. 449 ;
Page No. 91 ;
Book No. 11 ;
Series of 2025.


MAXIMILIAN CHUA
Commission No. M-245
NOTARY PUBLIC FOR MAKATI CITY
Until December 31, 2025
15th Floor, Sagittarius Building
H.V. dela Costa Street, Salcedo Village
Makati City 1227
MCLE No. VII-0008473/January 7 2022
Roll of Attorney No. 57166/05-05-09
PTR No. 10469918/01-08-25/ Makati City
IBP No. 495621/ 01-02- 25/Quezon City



REPUBLIC OF THE PHILIPPINES
SECURITIES AND EXCHANGE COMMISSION

The SEC Headquarters
7909 Makati Avenue, Salcedo Village,
Barangay Bel-Air, Makati City, 1209, Metro Manila

COMPANY REG. NO. 5213

CERTIFICATE OF FILING OF AMENDED BY-LAWS

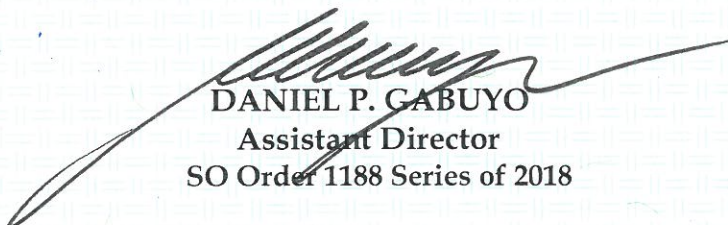
KNOW ALL PERSONS BY THESE PRESENTS:

THIS IS TO CERTIFY that the Amended By-Laws of

GMA NETWORK, INC.

copy annexed, adopted on March 25, 2022 by majority vote of the Board of Directors pursuant to the authority duly delegated to it by the stockholders owning or representing at least two thirds (2/3) of the outstanding capital stock on May 18, 1995, and certified under oath by the Corporate Secretary and majority of the said Board was approved by the Commission on this date pursuant to the provisions of Section 47 of the Revised Corporation Code of the Philippines, Republic Act No. 11232, which took effect on February 23, 2019, and copies thereof are filed with the Commission.

IN WITNESS WHEREOF, I have set my hand and caused the seal of this Commission to be affixed to this Certificate at The SEC Headquarters, 7907 Makati Avenue, Salcedo Village, Barangay Bel-Air, Makati City, 1209, Metro Manila, Philippines, this 28th day of December, Twenty Twenty Two.


DANIEL P. GABUYO
Assistant Director
SO Order 1188 Series of 2018

MGT/jkl



SEC Main Office
Ground Floor, Secretariat Building, PICC Complex, Pasay City, Metro Manila

electronic Official Receipt

Transaction Details

eOR Number	20221114-PM-0034395-87
Transaction Number	231809710402
Payment Date	November 14, 2022 05:31 PM
Payment Scheme	master-card
Status	COMPLETED
Payment Status	PAYMENT_SUCCESS

Payment Assessment Details

PAF No.	20221114-6300884
PAF Date	2022-11-14 14:28:09
Payor Name	GMA NETWORK, INC.
Payor Address	QUEZON CITY

#	Nature of Collection	Account Code	Amount
1	Amended By Laws	4020102000(606)	1,000.00
2	Documentary Stamp Tax	4010401000(4010401)	30.00
3	Legal Research Fee (A0823)	2020105000(131)	10.00
TOTAL			1,040.00

Total amount indicated herein does not include the convenience/service fee of the selected payment channel.



Machine Validation:



Republic of the Philippines

DEPARTMENT OF FINANCE
SECURITIES AND EXCHANGE COMMISSION
Secretariat Building, PICC Complex
Roxas Boulevard, Pasay City, 1307

**PAYMENT ASSESSMENT FORM**

No. 20221114-6300884

DATE 11/14/2022	RESPONSIBILITY CENTER CRMD
PAYOR: GMA NETWORK, INC. QUEZON CITY	

NATURE OF COLLECTION	QUANTITY	ACCOUNT CODE	AMOUNT
Amended By Laws		4020102000 (606)	1,000.00
Legal Research Fee (A0823)		2020105000 (131)	10.00
Documentary Stamp Tax	1	4010401000 (4010401)	30.00
----NOTHING FOLLOWS----			
TOTAL AMOUNT TO BE PAID			Php 1,040.00
Assessed by: mgaterrado		Amount in words: ONE THOUSAND FORTY PESOS AND 00/100	
Remarks:			

Payment Options

- Online payment thru SEC Payment Portal
 - <https://espaysec.sec.gov.ph>
- Over the Counter Payments
 - SEC Cashier Office
 - Selected Landbank Branches

SEC BIR Accounts - DST

SEC Clearing Account	SEC Office
3752-1002-75	Head Office / NCR
0072-1178-59	Tarlac
0222-1003-48	Baguio
0132-1123-98	Legazpi
3302-1046-88	Iloilo
3162-1098-20	Bacolod
0142-1085-85	Cebu
0192-0639-30	Zamboanga
0152-1090-08	Cagayan De Oro
0162-1090-73	Davao

SEC BTR Accounts - LRF

SEC Clearing Account	SEC Office
3402-2319-20	Head Office / Tarlac
3402-2319-38	Baguio
3402-2319-46	Legaspi
3402-2319-54	Iloilo / Bacolod
3402-2319-62	Cebu
3402-2319-70	Zamboanga
3402-2319-89	Cagayan De Oro
3402-2319-97	Davao

Breakdown Summary

FUND ACCOUNT	AMOUNT	ACCOUNT #
BIR Account - DST	30.00	see SEC BIR accounts
SEC RCC Current Account	1,000.00	3752-1001-43
BTR Account - LRF	10.00	see SEC BTR accounts
TOTAL	Php 1,040.00	

Notes:

- A. This form is valid for forty-five (45) calendar days from the date of Payment Assessment Form (PAF)
- B. Accepted modes of payment at SEC Main Office, Pasay City:
1. Cash 2. Manager's/Cashier's Check 3. Postal Money Order
- C. Accepted modes of payment at selected Landbank branches:
1. Cash 2. Manager's/Cashier's Check payable to the Securities and Exchange Commission
- D. For check payment, please prepare separate checks per fund account as indicated on the breakdown summary. All checks must be payable to Securities and Exchange Commission
- E. For over the counter payment at LandBank, preparation of oncoll payment or deposit slip shall be per fund account as indicated on the breakdown summary.
If fund code is BTR, use an oncoll payment slip.
If fund code is BIR, REIT, SRC or RCC, use a regular deposit slip.
Send through email the copy of the machine-validated oncoll payment slip / deposit slip to the issuer of this PAF to confirm that payment has been made.
- F. For National Capital Region, payments are only allowed through the following Landbank Branches: EDSA Greenhills, EDSA Congressional, Araneta EO, YMCA, DOTC, Ortigas EO, Muntinlupa, and North Avenue
- G. ANY ALTERATIONS WILL INVALIDATE THIS FORM

COVER SHEET

for Applications at
COMPANY REGISTRATION AND MONITORING DEPARTMENT

Nature of Application

AMENDMENT

BY- LAWS

SEC Registration Number

5213

Former Company Name

GMA NETWORK INC.

AMENDED TO:
New Company Name

Principal Office (No./Street/Barangay/City/Town)Province)

GMA NETWORK CENTER EDSA CORNER
TIMOG AVENUE DILIMAN QUEZON
CITY

ZIP CODE

COMPANY INFORMATION

Company Email Address

Company's Telephone Number/s

Mobile Number

CONTACT PERSON INFORMATION

The designated person **MUST** be a Director/Trustee/Partner/Officer/Resident Agent of the Corporation

Name of Contact Person

Email Address

Telephone Number/s

Mobile Number

Contact Person's Address

To be accomplished by CRMD Personnel

Date

Signature

Assigned Processor

Document I.D.

Received by Corporate Filing and Records Division (CFRD)

Forwarded to:

☐
☐
☐
☐
☐

Corporate and Partnership Registration Division
Green Lane Unit
Financial Analysis and Audit Division
Licensing Unit
Compliance Monitoring Division

**AMENDED BY-LAWS
OF
GMA NETWORK, INC.**

**ARTICLE I
NAME AND SEAL**

Section 1. Name - Unless and until otherwise changed in the manner provided by law, the name of the corporation shall be "GMA NETWORK, INC." (As amended on August 4 and 9, 1995)

Section 2. Seal - The seal of the corporation shall be circular in form and shall bear the name of the corporation around the border and such other device or inscription as the Board of Directors shall determine. The Board of Directors may change the device or inscription thereon at any time and from time to time.

**ARTICLE II
PRINCIPAL AND BRANCHES OFFICES**

Section 1. Principal Office. - The principal office of the corporation shall be at the place stated under the corporation's Articles of Incorporation. (As amended on August 4 and 9, 1995 and March 25, 2022)

Section 2. Other Offices - The Board of Directors may establish branch offices of the corporation at such other places, either within or without the Philippines, as the Board of Directors may determine and direct. The stock and transfer books shall at all times be kept at the principal office of the corporation in the Philippines.

**ARTICLE III
STOCKHOLDERS**

Section 1. Place of Meeting - All meetings of stockholders shall be held in the principal office of the corporation as stated in the articles of incorporation, or if not practicable, in the city or municipality where such office is located (As amended on August 4 and 9, 1995 and March 25, 2022)

Section 2. Annual Meeting – The annual meeting of the stockholders for the election of directors and for the transaction of such other business as may come before the meeting shall be held at the principal office of the corporation, or if not practicable, in the city or municipality where such office is located, on the third Wednesday of May of each year at ten o'clock in the morning. If the election of directors shall not be held on the day designated for any annual meeting or at any adjournment of such meeting, the Board of Directors shall cause the election to be held at a special meeting or soon thereafter as the same may conveniently be held. At such special meeting, the stockholders may elect the directors and transact other business as stated in the notice of the meeting with the same force and effect as at any annual meeting duly called and held. (As amended on October 11, 2005 and March 25, 2022)

Section 3. Special Meeting – A special meeting of the stockholders may be called by the Chairman of the Board at his discretion or by a majority of the members of the Board of Directors or on the demand of the stockholders holding at least 10% of the outstanding shares of the Corporation, or such number of percentage of outstanding shares as may be prescribed by law or regulation. (As amended on October 11, 2005 and March 25, 2022)

Section 3.a. – Notice of Meeting – Notice of annual meetings or special meetings of stockholders may be sent by the Corporate Secretary by personal delivery, mail, telegraph, cable or electronic transmission to each stockholder of record to his last known post office or electronic mail address or by publication in a general circulation. For annual meetings, the notice shall be sent at least twenty-one (21) days prior to the date of the meeting, unless a different period is required by law or regulation, while for special meetings, at least one (1) week written notice shall be sent to all stockholders, unless a different period is provided in the law or regulation.

The notice shall state the place, date and hour of the meeting, and the purpose for which the meeting is called. In case of special meetings, only matters stated in the notice can be the subject of motions or deliberations at such meeting.

The requirement for notice to the meeting shall be deemed waived if the stockholder, in person or by proxy, shall be present thereat.

When the meeting of stockholders is adjourned to another time or place, it shall not be necessary to give any notice of the adjourned meeting if the time and place to which the meeting is adjourned are announced at the meeting at which the adjournment is taken. At the reconvened meeting, any business may be transacted that might have been transacted on the original date of the meeting. (As amended on October 11, 2005 and March 25, 2022)

Section 4. Quorum – The holders of a majority of the shares of the subscribed stock of the corporation outstanding, present in person or by proxy at any meeting of stockholders, shall constitute a quorum for the transaction of business, except as may otherwise specially be provided with respect to particular matters by applicable statutory provisions in force at the time of voting with respect to such matters. All provisions of these By-Laws which specify or relate to the powers of the stockholders or to action which may be taken by the stockholders at or in connection with meetings thereof shall be interpreted as referring to the holders of shares of stock of the corporation. If there is no quorum at any meeting, the stockholders present in person and by proxy at such meeting may adjourn from time to time to secure the attendance of a quorum and no notice of any such adjournment need be given.

Section 5. Proxy – Any stockholder may in writing authorize any person or corporation to vote as the proxy of such stockholder at any meeting or meetings of the corporation; provided, however, that such authorization in writing must be filed with or presented to the corporation prior to any meeting or meetings at which such proxy may act pursuant thereto and shall hold good until a written revocation of the same shall be filed with or presented to the corporation or until the same shall be superseded by another written authorization of later dates. Duly accomplished proxies must be submitted to the Office of the Corporate Secretary not later than seven (7) working days prior to the date of the stockholders' meeting. Validation of proxies shall be conducted by the Proxy Validation Committee at least five (5) working days prior to the date of the stockholders' meeting. (As amended on October 11, 2005)

Section 6. Voting – Unless otherwise provided by law, each stockholder shall at every meeting of the stockholders be entitled to one vote, in person, through remote communication, in absentia, or be represented by proxy, for each share with voting right held by such stockholder. At all meetings of the stockholders, all elections and all questions, except in cases where other provisions is made by statute, or by the Articles of Incorporation, shall be resolved by the plurality vote of stockholders present in person, through remote communication, in absentia, or represented by proxy and entitled to vote thereat, a quorum being present. Unless required by law, or demanded by a stockholder present in person, through remote communication, in absentia, or represented by proxy at any meeting, and entitled to vote thereat, the vote on any question need not be by ballot. On a vote by ballot, each ballot shall be signed by the stockholders voting, or in his name by his proxy if there by such proxy, and shall state the number of shares voted by him. (As amended on March 25, 2022)

ARTICLE IV BOARD OF DIRECTORS

Section 1. Qualification and Term of Office – The general management of the corporation shall be vested in a Board of Nine (9) directors who shall be stockholders holding at least one (1) share and who shall be elected annually by the stockholders entitled to vote to serve until the election and qualification of their successors. If any vacancy shall occur among the directors by reason of death, resignation, or for any other reason, such vacancy may be filled by the remaining directors at any meeting at which a quorum shall be present. Any such vacancy may also be filled by the stockholders entitled to vote at any meeting held during such vacancy. The stockholders entitled to vote at such meeting may also, in case of like mention, accept the resignation of any director and fill the vacancy thereby caused for the unexpired term. In case of a vacancy in the Board, the remaining directors shall continue to act, but if at any time their numbers be reduced to less than quorum, the remaining directors shall forthwith call a special meeting of the stockholders entitled to vote for the purpose of filling up such vacancy. Any director so chosen to fill the vacancy shall serve for the unexpired term only. (As amended on October 11, 2005)

No person shall qualify or be eligible for nomination or election to the Board of Directors if he is engaged in or connected with any business which competes with or is antagonistic to that of the Corporation. Without limiting the generality of the foregoing, a person shall be deemed to be so engaged or connected:

- (a) If he is an officer, manager, director consultant, controlling person of, or the owner (either of record or beneficially) of 5% or more of any outstanding class of shares of, any other corporation or entity engaged in a business which the Board, by a majority vote, determines to be competitive or antagonistic to that of the Corporation; or
- (b) If the Board, in the exercise of its judgment in good faith, determines by a majority vote that he is the nominee of any person set forth in determining whether or not a person is a controlling person, beneficial owner, or the nominee of another, the Board may take into account such factors as business and family relationship. (As amended on April 10, 2006).

The Corporation shall have at least two (2) independent directors or at least twenty percent (20%) of the total membership of the Board of Directors, whichever is lesser, as required by law. (As amended on April 10, 2006)

(Last paragraph of Section 1 moved to 5th paragraph of Section 1.a) (As amended on May 18, 2007)

Section 1.a Nomination of Directors – The Board of Directors – The Board of Directors shall constitute a Nomination Committee consisting of at least three (3) members, one of whom shall be an independent director.

The Nomination Committee shall have the authority to promulgate and issue guidelines for the conduct of nominations.

Nominees to the Board of Directors, including independent directors, shall be submitted to the Nomination Committee for consideration by the latter prior to the annual stockholders' meeting or special meeting duly called for that purpose.

The Nomination Committee shall review the qualifications of the nominees for directors and prepare a final list of candidates.

For the proper implementation of the foregoing, all nominations to the Board of Directors shall be submitted in writing to the Nomination Committee of the Board of Directors at least thirty (30) working days before the date of the regular annual meeting of stockholders.

After such nomination process, the Nomination Committee shall prepare a Final List of Candidates containing all information about all nominees for directors, which list shall be available to the Securities and Exchange Commission and to all stockholders through the Information or Proxy Statement. The name of the person or group of persons who submitted a particular nominee's name shall be identified in such report including any relationship with the nominee.

Only nominees whose names appear on the Final List of Candidates shall be eligible for election as directors. No other nominations shall be entertained or allowed on the floor during the annual stockholders meeting. (As amended on May 18, 2007).

Section 2. Election of Directors – The directors of the Corporation shall be elected by majority vote at the annual meeting of the stockholders at which a quorum is present. At each election for directors every stockholder shall have the right to vote, in person or by proxy, the number of shares owned by him for as many persons as there are directors to be elected, or to cumulate his votes by giving one candidate as many votes as the number of such directors multiplied by the number of his shares shall equal, or by distributing such votes at the same principle among any number of candidates. (As amended on October 11, 2005)

Subject to existing laws, rules and regulations of the Securities and Exchange Commission or any stock exchange having jurisdiction over the Company, the conduct of election of directors shall be made in accordance with the standard election procedures contained in the By-Laws.

It shall be the responsibility of the Chairman of the Meeting to inform all stockholders of the requirement of electing independent directors. The Chairman of the Meeting shall ensure that the independent directors is elected during the stockholders' meeting.

Specific slots for independent directors shall not be filled up by unqualified nominees.

In case of failure of election for independent directors, the Chairman of the Meeting shall call a separate election during the same meeting to fill up the vacancy. (As amended on May 18, 2007)

Section 3. Place of Meetings – The Board of Directors may hold its meeting in the principal office or at such other places within or without the Republic of the Philippines as the Board may from time to time determine or as shall be specified or fixed in the respective notices or waivers of notice thereof.

Section 4. Meeting of the Board – Regular meetings of the Board of Directors shall be held at such places and at such times as the Board shall from time to time by resolution determine. If any day fixed for a regular meeting shall be a legal holiday at the place where the meeting is to be held, then the meeting which would otherwise be held on that day shall be held at the same hour on the next succeeding day not a legal holiday. (As Amended on March 25, 2022)

Special meetings of the Board of Directors may be called at any time upon the request of the Chairman of the Board or President or by the person or persons calling the meeting, by advising him by word of mouth, by telephone, by telegraph, by electronic transmission of such meeting or by leaving notice of such meeting with him or at his residence or usual place of business, or by mailing it, postage prepaid and addressed to him at his residence as it appears upon the books of the corporation. Non-receipt of any such notice shall not invalidate any business done at any meeting at which a quorum is present.

Notice of regular or special meetings of directors must be sent to every director at least two days prior to the scheduled meeting, unless a different period is required by law or regulation. (As amended on March 25, 2022)

If at any meeting of the Board of Directors however called or wherever held, all of the directors at the time in the Philippines shall be present or shall before or after the Meeting waive notice of such meeting by a writing filed with the Secretary of the corporation, or after any such meeting shall consent to the holding of the meeting and all action taken thereat, then any and all action taken at such meeting shall be legal and validly taken.

Section 5. Quorum and Manner of Acting – A majority of the number of directors as fixed in the Articles of Incorporation shall constitute a quorum for the transaction of corporate business, and every decision of at least a majority of the directors present at a meeting at which there is a quorum shall be valid as a corporate act, except for the election of officers which shall require the vote of a majority of all the members of the Board. In the absence of a quorum, the directors present may adjourn any meeting from time to time until a quorum could be attained. Notice of any such adjourned meeting need not be given. (As amended on August 12, 1985)

Section 6. Powers – The Board of Directors shall have such powers and authorities as are herein by these By-Laws or by statutes of the Philippines expressly conferred upon it.

Without prejudice to the general powers hereinabove conferred, the Board of Directors shall have the following powers:

- (a) Determine the period, manner and conditions under which the Corporation shall engage in the kinds of business comprised in the primary and secondary purposes of the Articles of Incorporation.
- (b) Determine the declaration of dividends out of profits or surplus.
- (c) Submit annually to the regular general meeting of the stockholders the Balance Sheet, Profit and Loss Statement, and Annual Report on the condition of the Corporation.
- (d) Call special meetings of stockholders.
- (e) Determine the time and manner of issuance of unissued stocks of the corporation.
- (f) Institute, maintain, defend, compromise or drop any litigation in which the Corporation or its officers may be interested as

plaintiff or defendant, in connection with the business of the Corporation.

- (g) Delegate, from time to time, when not prohibited by law, any of the powers of the Board, in the course of the current businesses of the Corporation to any Committee or Special Committee or to any officer of the Corporation or agent, or management agreement and/or to appoint any person to be agents of the corporation with such powers (including the power of sub-delegate), and upon such terms as may be deemed fit.

The Board of Directors may create an executive committee of three (3) members from among the members of the Board and appoint the Chairman of the said Committee. Such committee shall, except as may otherwise be provided by law or by resolution of the Board of Directors, have and exercise all powers of the Board during the intervals between meetings of the full Board. Such committee may prescribe rules for its government; its meetings may be held at such place within or outside the Philippines as it may determine or authorize, and a majority of said committee at any meeting shall constitute a quorum. Members of the Executive Committee shall receive such compensation as may be fixed by the Board for attendance at said meetings. Regular minutes of acts and proceedings of the Executive Committee shall be kept by the Corporate Secretary who shall act as the Secretary of the Executive Committee. (As amended on March 20, 1985)

Section 7. Vacancy and Removal – In case of any vacancies in the Board of Directors, the remaining members of the Board of Directors constituting a quorum, may fill the same by the affirmative vote of a majority of such remaining members for the unexpired term subject, however, to the provisions of Section 1 of Article IV.

The stockholders of the corporation may at any special meeting depose or remove from office any director or directors, including any director or directors appointed by the Board of Directors pursuant to the provisions of Section 1 of Article IV and in case of any such removal the stockholders may choose a successor or successors to hold office for the unexpired term.

Section 8. Compensation – As compensation of the directors, the Board shall receive and allocate yearly an amount of not more than Two and a Half Percent (2.5%) of the net income after income tax of the corporation during the preceding year. Of the said 2.5%, One Percent (1%) shall be allocated to the members of the Board of Directors to be distributed share and share alike. The remaining One and Half Percent (1.5%) shall be allocated to the members of the Executive Committee to be distributed share and share alike. As approve by the

stockholders representing at least a majority of the outstanding capital stock.
(Amended on April 10, 2006)

Section 9. Minutes – Minutes of the meetings of the Board of Directors shall be kept and carefully preserved as a record of the business transacted at such meetings. The minutes shall contain such entries as may be required by law.

ARTICLE V OFFICERS

Section 1. Designations – The Board of Directors shall annually, at their first meeting, elect the following officers:

1. Chairman of the Board of Directors
2. Chief Executive Officer
3. President
4. Chief Operating Officer
5. Chief Financial Officer (please see Annex "A" for the powers and duties of a Chief Financial Officer)
6. Chief Marketing Officer (please see Annex "A" for the powers and duties of a Chief Marketing Officer)
7. Executive Vice President (please see Annex "A" for the powers and duties of an 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-President, 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
13. Assistant Corporate Secretary, and
14. Treasurer.

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

Section 2. Compensation - The salary or compensation of all officers and agents elected or appointed by the Directors, as may be recommended by the Compensation Committee, but not mandatorily required, shall be fixed by the Board. (as amended on March 4, 2013 and March 25, 2022)

Section 3. Duties - The Board of Directors and the President may from time to time prescribe the duties and functions of the officers, agents and employees of the Company, and all officers and employee of the company shall be subject to immediate removal by the Board of Directors with or without cause.

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:

- (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)

Section 5. The President - The President who is elected by the Board from among their members shall be the Chief Operating Officer.

In the absence of the Chairman of the Board/CEO, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have the following powers and duties:

- (a) Oversee the day to day operations of the corporation;
- (b) As may be authorized by the Chairman/CEO or the Board of Directors,

execute on behalf of the Corporation contracts and agreements which the said Corporation may enter into;

- (c) 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;
- (d) Exercise such other power and perform such other duties as the Chairman/CEO or Board of Directors may from time to time fix or delegate. (As amended on October 28, 2010)

Section 6. Vice-Presidents, Senior Assistant Vice-Presidents and Assistant Vice-Presidents – Vice Presidents, Senior Assistant Vice-Presidents and Assistant Vice-Presidents shall be elected by the Board and shall have the following powers and duties:

- (a) Exercise direct supervision and control over the different departments of the Corporation that may be placed under their responsibility.
- (b) Exercise such other powers and perform such other duties as the Board of Directors, the Chairman and/or the President may from time to time fix or delegate. (As amended on March 4, 2013 and on March 25, 2022)

Section 7. Treasurer - The Treasurer shall be elected by the Board of Directors and he may not be a stockholder of the Corporation. He shall hold office at the pleasure of the Board and he shall have the following powers and duties

- (a) Have custody of, and be responsible for, all the funds, securities and bonds of the Corporation and keep a complete and accurate record of transaction in the corresponding books of account of the Corporation, and see to it that all disbursements and expenditures are evidenced by appropriate vouchers.
- (b) Deposit in the name of and to the credit of the corporation in such banks as may be designated from time to time by the Board of Directors, all of the money, funds, securities, bonds and similar valuables belonging to the Corporation which may come under his control.
- (c) To receive and give receipts for all moneys paid to the Corporation from any source whatsoever, and generally perform such other duties as may be required by the law or prescribed by the Board of Directors or the President.
- (d) Render an annual statement showing the financial condition of the

Corporation on the 30th day of June of each year and such other financial reports as the Board of Directors or the President may from time to time require.

The Treasurer may delegate the duties of the office to an Assistant Treasurer with the approval of the Board of Directors.

Section 8. Corporate Secretary and the Assistant Corporate Secretary - The Corporate Secretary and the Assistant Corporate Secretary shall be citizens and residents of the Philippines, shall be elected by the Board of Directors and they may or may not be a stockholder of the corporation. They shall hold the office at the pleasure of the Board, and they shall perform the following duties:

- (a) Keep full minutes of all meetings of the Board of Directors and of the stockholders;
- (b) Keep a stock and transfer book and the corporate seal, which he shall stamp on all documents requiring such seal of the Corporation;
- (c) Fill and countersign all the certificate of stock issued, making the corresponding annotations on the margin or stub certificates upon issuances;
- (d) Give, or cause to be given, all notices, required by law or by the By-Laws of the Corporation, as well as notice of all meetings of the Board of Directors and of the stockholders;
- (e) Perform such other duties as may be prescribed by the Board of Directors or the President. The Corporate Secretary may delegate the duties of the office to an Assistant Corporate Secretary with the approval of the Board of Directors. (As amended on March 4, 2013 and March 25, 2022)

Section 9. Vacancies and Delegation of Offices - If the office of the Chairman, President, Vice-President, Treasurer, or Secretary becomes vacant by death, resignation, or otherwise, the remaining directors, if still constituting a quorum, by a majority vote may choose a successor or successors who shall hold office for the unexpired term.

In case of temporary absence of any officer of the Corporation or for any other reason that the Board of Directors may deem sufficient, the Board of Directors may delegate the powers and duties for the time being to any other

officers, provided a majority of the Board concur therein and such delegation is not covered by any express prohibition of these By-Laws.

ARTICLE VI CERTIFICATE OF STOCK

Section 1. Subject to and in accordance with the provisions of law, this corporation shall have the power from time to time to issue two or more classes of stock, and two or more series of stock of the same class, with the preferences, voting powers, restrictions, and qualifications thereof fixed as provided by law, including the power to provide that the par value of the shares of one class or of the shares of any other class or of any other series within said class. This corporation shall also have the power from time to time to reduce its capital or capital stock in accordance with the provisions of law.

Section 2. Certificate for shares of stock of the corporation shall be of such form and device as the Board of Directors shall from time to time determine but each such certificate shall plainly show its number, the date of issuance, designation, if any, and class of series of shares for which it is issued, the stockholder to whom it is issued, and also the par value of the shares covered thereby.

Section 3. Each Certificate of stock shall be sealed with the corporate seal and signed by the President or a Vice-President and also by the Secretary or by an Assistant Secretary, provided, however, that the Board of Directors may provide that stock certificate shall be sealed with only the facsimile seal of the corporation and signed with only the facsimile signature of the President or Vice-President and also the Secretary or an Assistant Secretary.

ARTICLE VII

Section 1. Transfer of shares – Transfer of shares of stock may be made by indorsment and delivery of the certificates. The indorsee shall be entitled to a new certificate upon surrendering the old one. No such transaction shall be valid, except between the parties thereto, until such new certificate shall have been obtained or the transfer shall have been recorded on the books of the corporation so as to show the date for the transfer, the names of the parties thereto, their addresses, and the number and class of the shares transferred. Upon such surrender of any certificate the same shall be cancelled.

Section 2. Closing of Transfer Books or Fixing of Record Date – For the purpose of determining the stockholders entitled to notice of, or to vote at, any meeting of stockholders or any adjournment thereof or to receive payment of any

dividend, or of making a determination of stockholders for any other proper purpose, the Board of Directors may provide that the stock and transfer books be closed for a stated period, but not to exceed, in any case, thirty five (35) days. If the stock and transfer books be closed for the purpose of determining stockholders entitled to notice of, or to vote at, a meeting of stockholders, such books shall be closed for at least twenty days (20) days immediately preceding a regular meeting, and at least seven (7) days immediately preceding a special meeting. In lieu of closing the stock and transfer books, the Board of Directors may fix in advance a date as the record date which shall in no case shall be less than twenty one (21) days prior to the date on which the particular action requiring such determination of stockholders is to be taken, except in instance where applicable rules and regulations provide otherwise. (As amended October 11, 2005 and on March 25, 2022)

Section 3. Loss or mutilation – In case of loss, mutilation, or destruction of any certificate of shares of stock of the corporation, a duplicate certificate may be issued upon such terms as the Board of Directors may prescribe, in accordance with existing laws. (As amended on March 25, 2022)

Section 4. Holder of Record – The corporation shall be entitled to treat the holder of record of any share or shares of its capital stock as the holder in fact thereof for any purpose whatsoever and shall not be bound to recognize any equitable or other claimant thereto, except as provided in Section 1 of this Article.

Section 5. Sale of Unissued Stocks – The unissued stock of the corporation may be offered for sale and sold in such quantities and at such times as the Board of Directors of the corporation may from time to time determine, and shall be sold upon such terms and conditions (not less than par) as may be determined by the Board of Directors and approved by the Securities and Exchange Commission.

Section 6. Treasury Shares – Treasury shares of the corporation shall consist of such issued and outstanding stock of the corporation as may be donated to the corporation or otherwise acquired by it, and shall be held subject to disposal by the Board of Directors or the stockholders, as the case may be. Such stock shall neither vote nor participate in dividends while held by the corporation.

ARTICLE VIII EXECUTION OF INSTRUMENTS

Section 1. All checks and other orders for the payment of money, drafts, notes, bonds, acceptances, contract, and all other instruments, except as may otherwise be provided in these by-laws, or except as may otherwise be provided by a resolution of the Board of Directors, shall be signed by the President or a

Vice-President and by the Treasurer or the Secretary. The Board of Directors may designate the person or persons to execute any such instruments on behalf of the corporation by the facsimile signature of such person or persons as may be designated by the Board of Directors or by any officers to whom such power of designation may have been delegated by the Board of Directors, and the Board of Directors may provide that any such instruments may be sealed with the facsimile seal of the corporation.

ARTICLE IX

MISCELLANEOUS PROVISION REGARDING DIRECTORS, OFFICERS AND EMPLOYEES

Section 1. In the absence of fraud, no contact or other transaction between the corporation and any other corporation and no act of the corporation, shall in any way be affected or invalidated by the fact that any of the directors of the corporation are pecuniarily or otherwise interested in or are directors or officers of, such other corporation, and any director of the corporation who is also a director or officer of such other corporation or who is so interested may be counted in determining the existence of a quorum at any meeting of the Board of Directors of the corporation which shall authorize or approve any such contract or transaction or act.

Section 2. Indemnification of directors and officers – The Company shall indemnify every director or officer, his heirs, executors and administrators against all costs and expenses reasonably incurred by such person in connection with any civil, criminal, administrative or investigative action, suit or proceeding (other than in action by the Company) to which he may be, or is, made a party by reason of his being or having been a director or officer of the Company, except in relation to matters as to which he shall be finally adjudged in such action, suit or proceeding to be liable for negligence or misconduct.

In the event of a settlement or compromise, indemnification shall be provided only in connection with such matters covered by the settlement as to which the company is advised by counsel that the person to be indemnified did not commit a breach of duty as such director or officer.

The amount payable by way of indemnity shall be determined and paid only pursuant to a resolution adopted by a majority of the members of the Board.

The costs and expenses incurred in defending the aforementioned action, suit or proceeding may be paid by the Company in advance of the final disposition of such action, suit or proceedings as authorized in the manner

provided for in the preceding paragraph upon receipt of an undertaking by or on behalf of the director or officer to repay such amount, unless it shall ultimately be determined that he is entitled to be indemnified by the Company as authorized in this Section. (Amended August 12, 1985)

ARTICLE X DIVIDENDS AND FINANCES

Section 1. Dividends shall be declared only from the surplus profits of the corporation and shall be payable at such times and in such amounts as the Board of Directors shall determine, either in cash or in shares of the unissued stock of the company, or both, as said Board of Directors shall determine. No dividend which will impair the capital of the corporation shall be declared.

Section 2. All of the property of the corporation shall be liable for the just debts thereof but no holder of or subscriber for shares of the capital stock of the corporation shall as such be individually liable beyond the amount, if any, which may be due upon the share or shares of capital stock held or subscribed for by him.

ARTICLE XI AMENDMENT TO BY-LAWS

The By-Laws of the corporation may be altered, amended, added to or replaced at any meeting of the stockholders by the vote of the majority of the subscribed stock, and no notice of such proposed change in the by-laws shall be necessary prior to such meeting, and any such changes shall become operative immediately upon the same being made, provided, however, that the power to amend, alter or repeal the By-Laws or adopt new By-Laws may be delegated to the Board of Directors in the manner provided by law and any power delegated to the Board of Directors to amend or repeal any By-Laws or adopt new By-Laws shall be considered as revoked whenever a majority of the stockholders of the corporation shall so vote at a regular or special meeting.

ARTICLE XII FISCAL YEAR

The Fiscal Year of the corporation starts on January 1st and ends on December 31st of each year.

The foregoing by-laws were adopted by the unanimous consent of the owners of a majority of the outstanding stock of the corporation at the first meeting of the shareholders held in the City of Manila, P.I., on the 17th day of June 1951.

IN WITNESS WHEREOF, we the undersigned shareholders present at said meeting and voting thereat in favor of the adoption of said by-laws, have hereunto subscribed our names, and we, the Chairman of the meeting and the Secretary of the same do likewise with our signature attest.

Manila, Philippines
June 17, 1950.

ATTEST:

(SGD)	(SGD)
LORETO F. DE HEMEDES-STEWARD	LORETO F. DE HEMEDES-STEWARD
Chairman	

(SGD)
LUZ F. OBAÑA
Secretary

(SGD)
LUZ F. OBAÑA

(SGD)
ROBERT STEWARD

(SGD)
LUISA F. MACLAUGHLIN

(SGD)
LOURDES FELICIANO

ANNEX "A" TO THE AMENDED BY-LAWS

Chief Finance Officer – The Chief Finance Officer who is elected by the Board shall be the Executive Vice-President. He shall have the following powers and duties:

- (a) Assist the President/COO on all strategic and tactical matters as they impact budget management, cost benefit analysis, forecasting needs and the securing of funding requirements;
- (b) Assist the President/COO in identifying new business opportunities and determining cost effectiveness of new programs/products and services;
- (c) Support the President/COO in implementing the mission of the organization and attaining its vision by identifying strategies;
- (d) Ensure the timely implementation of business/finance strategies through functional objectives;
- (e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting services;
- (f) Analyze economic trends and relevant information/data and identify revenue opportunities;
- (g) Enforce operational efficiencies, cost reduction, systems enhancement;
- (h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;
- (i) Oversee the finance unit of the organization and ensure that all finance and accounting-related functions are carried out efficiently;
- (j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;
- (k) Ensure that audit issues are resolved and compliance requirements are met;
- (l) Oversee the management and coordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant budgets;
- (m) Oversee the administration and financial reporting of the organization's Retirement Plan;
- (n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may offer employees and potential employees with the goal of attracting and retaining qualified individuals.

Chief Marketing Officer – The Chief Marketing Officer who is elected by the Board shall have the following powers and duties:

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

Executive Vice-President – The Executive Vice-President shall be elected by the Board and shall have the following powers and duties:

- (a) Assist the Chairman & CEO and President & COO set the overall direction of the Company;
- (b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;
- (c) Formulate and execute strategic plans to drive growth and support the Network's overall direction by fostering strong relationships and

managing projects from concept development to execution;

- (d) Communicate strategic plans to all Groups/ Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;
- (e) Oversee the daily operations of the Company and ensure that people, processes, and systems support the strategic direction as planned and approved;
- (f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of success along with all the resources needed;
- (g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;
- (h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to manage any risks or opportunities that may hinder the growth of the business but also the full development and performance of all employees;
- (i) Represent the company in all engagements necessary to build & maintain a strong & mutually beneficial partnerships with clients, other stakeholders;
- (j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;
- (k) Manage all other resources to ensure that the Office of the EVP operates efficiently;
- (l) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new opportunities; and
- (m) Perform all other responsibilities that may be assigned by the Chairman & CEO and/or President & COO.

Senior Vice-President – Senior Vice-Presidents shall be elected by the Board and shall have the following powers and duties:

- (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 Departments in supporting the Network's overall direction, and promoting its long-term business sustainability;
- (d) Communicate strategic plan to Department/Division/Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;
- (e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;
- (f) Evaluate the performance of Department/Division/Section Heads of the Group or Departments;
- (g) Oversee the daily operations of the Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as planned and approved;
- (h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;
- (i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new markets;
- (j) Manage all other resources to ensure 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 Officer.

First Vice-President- First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:

- (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 plan that leads the Department in supporting the Network's overall direction;
- (c) Sets overall direction of the Department and ensures that this direction supports the Network's goals/objectives;
- (d) Communicate strategic plan to Section/Division Heads of the Department and solicits ideas on the best way of implementing and realizing the plan;
- (e) Guide and monitor the performance objectives of direct reports

- ensuring that commitments are delivered on time;
- (f) Evaluate the performance of the Section and Division Heads of the Department;
- (g) Oversee the daily operations of the Department and ensure that people, processes and systems support the strategic direction as planned and approved;
- (h) Manage all other resources to ensure that the Office of the VP operates efficiently;
- (i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;
- (j) Perform all other responsibilities that may be assigned by the Executive Vice President, President & COO or the Chief Executive Officer.

Division Head –Division Heads shall be elected by the Board and shall have the following powers and duties:

- (a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are aligned with the Corporate vision and mission;
- (b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives;
- (c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables;
- (d) Communicate operational plans and objections to Section Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;
- (e) Guide Section Heads in formulating individual performance objectives and action plans to support Department Objectives and ensure timely implementation of approved objectives and plans;
- (f) Guide and monitor the performance objectives or direct reports ensuring that commitments are delivered on time;
- (g) Evaluate the performance of Section Heads of Divisions;
- (h) Oversee the daily operations of the Division and ensure that people, processes and systems including budgetary/logistics requirements are in place and operate efficiently;
- (i) Perform all other responsibilities that may be assigned by immediate superiors/Department Head.

DIRECTORS' CERTIFICATE



KNOW ALL MEN BY THESE PRESENT:

We, the undersigned, constituting a majority of the members of the Board of Directors and Corporate Secretary of GMA Network, Inc. (the "Corporation"), a corporation duly organized and existing under Philippine laws with principal address at GMA Network Center, EDSA corner Timog Avenue, Diliman do hereby certify that:

1. The Board of Directors unanimously approved the amendments to the Corporation's By-laws on 25 March 2022. The approval was pursuant to the authority delegated to the Board of Directors by the Stockholders representing at least two-thirds of the outstanding capital stock in their meeting held on May 18, 1995, and in accordance with Article XI of the existing By-laws which states, in part, that "the power to amend, alter or repeal the By-Laws or adopt new By-Laws may be delegated to the Board of Directors in the manner provided by law and any power delegated to the Board of Directors".
2. The following resolutions were approved:

"RESOLVED, AS IT IS HEREBY RESOLVED,
That, the Corporation is, as it is hereby, authorized to amend the following provisions of its By-Laws, as shown in the hereto attached Amended By-Laws:

- (1) Section 1, Article II - Principal Office
- (2) Section 1, Article III - Place of Meeting
- (3) Section 2, Article III - Annual Meeting
- (4) Section 3, Article III - Special Meeting
- (5) Section 3.a, Article III - Notice of Meeting
- (6) Section 6, Article III - Voting
- (7) Section 4, Article IV - Meetings of the Board
- (8) Section 1, Article V - Designations (Officers)
- (9) Section 2, Article V - Compensation (Officers)
- (10) Section 6, Article V - Vice Presidents
- (11) Section 8, Article V - Secretary

- (12) Section 2, Article VII - Closing of Transfer Books or Fixing of Record Date
- (13) Section 3, Article VII - Loss or mutilation


RESOLVED, that the Corporation be authorized, as it is hereby authorized to correct Section 1, Article IV - Qualification and Term of Office, Section 1.a, Article IV - Nomination of Directors, Section 2, Article IV - Election of Directors, Section 8, Article IV - Compensation (Directors) of the By-laws and reinstate the amendments on April 10, 2006 and May 18, 2007 as approved by the Securities and Exchange Commission on April 20, 2007 and on September 28, 2007, respectively;

"RESOLVED, FINALLY, That the required directors and officers of the Corporation are hereby authorized and empowered, for and behalf of the Corporation, to sign, execute, deliver and cause the submission of the Corporation's Amended By-Laws, as certified by at least a majority of the Directors and the Corporate Secretary, and any and all documents necessary to pursue the said amendment of the Corporation's By-Laws with the Securities and Exchange Commission and/or other relevant government authorities, and to do any and all acts, necessary and proper, to give the foregoing resolution(s) force and effect."


We hereby certify that the attached documents are full, complete, true and correct copies of the By-laws of the Corporation.

[Signature pages follow]

Certified Correct:


ANNA TERESA M. GOZON-VALDES
Corporate Secretary
TIN: 902-450-132

Attested by:

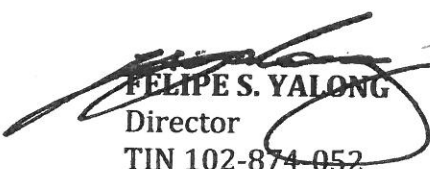

FELIPE L. GOZON
Chairman of the Board
TIN No. 106-174-605


GILBERTO R. DUAVIT, JR.
Director
TIN No. 158-147-748



ANNA TERESA M. GOZON-VALDES
Director/Corporate Secretary
TIN No. 902-450-132


JUDITH R. DUAVIT-VAZQUEZ
Director
TIN No. 100-873-489

LAURA J. WESTFALL
Director
160-060-394


FELIPE S. YALONG
Director
TIN 102-874-052


JOEL MARCELO G. JIMENEZ
Director
TIN No. 48-032-025


JAIME C. LAYA
Independent Director
TIN No. 103-175-586


ARTEMIO V. PANGANIBAN
Independent Director
TIN No. 106-197-693

REPUBLIC OF THE PHILIPPINES)

CITY OF MAKATI

) S.S.

SUBSCRIBED AND SWORN TO before me this 24 day of JUN 24 2022 at Makati City, Philippines, affiants exhibiting to me their valid identification with details as follows:

Name	Government ID/Passport	Place/Date Issued
Anna Teresa M. Gozon-Valdes	Passport No. P7535518B	DFA Manila/06 Sept. 2021
Felipe L. Gozon	Passport No. P7534976B	DFA Manila/06 Sep 2021
Gilberto R. Duavit, Jr.	Passport No. P5898410A	DFA Manila/05 Feb 2018
Felipe S. Yalong	UMID ID No. CRN-0111-2468315-3	
Joel Marcelo G. Jimenez	Driver License No. N01-039082	Valid until July 14, 2024
Jaime C. Laya	Passport No. P2436933B	DFA Manila/04 July 2019
Artemio V. Panganiban	Passport No. P0388884B	DFA Manila / 24 Jan 2019

known to me to be the same persons who executed the foregoing instrument and who acknowledged to me that the same is their free and voluntary act and deed.

This Director's Certificate consists of four (4) pages, including the page where this Acknowledgement is written.

Doc. No. 3/2;

Page No. 64;

Book No. 308;

Series of 2022.

ATTY. GEORGE ~~DAVID~~ D. SITON

NOTARY PUBLIC FOR MAKATI CITY

APR 11 1964 - U.S. D. C. 51, 2023

ROLL NO. 68470 / 2022-23, CIVIL, NCTE REG. VN-0010136/Z-15-2022

REF ID: A61102 FILED IN: 17C ADEMBER MAY 5, 2017

FILE NO. 0002355 JAN 05, 2022-MAYATI CITY

EXECUTIVE BLDG. CENTER MAKATI AVE., COR. JUPITER ST., MAKATI CITY

REPUBLIC OF THE PHILIPPINES)
MAKATI CITY)S.S.

SECRETARY'S CERTIFICATE

I, **ANNA TERESA M. GOZON-VALDES**, of legal age, Filipino, with office address at 15th Floor, Sagittarius Condominium, H.V. dela Costa Street, Salcedo Village, Makati City, after having been duly sworn, hereby depose and say:

1. That I am the Corporate Secretary of GMA NETWORK, INC. (the "Corporation"), a corporation duly organized and existing under and by virtue of the laws of the Republic of the Philippines with office address at GMA Network Center, EDSA Corner Timog Avenue Diliman Quezon City;

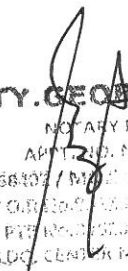
2. To the best of my knowledge, no action or proceeding has been filed or is pending before any Court involving an intra-corporate dispute and/or claim by any person or group against the Board of Directors, individual directors and/or major corporate officers of the Corporation as its duly elected and/or appointed directors or officers or vice versa.

Makati City, September 23, 2022.


ANNA TERESA M. GOZON-VALDES
Affiant

SUBSCRIBED AND SOWRN to before me this 23rd of September at Makati City, affiant exhibited to me her passport with no. P7535518B issued on September 6, 2021 by the DFA, Manila.

Doc. No. 207;
Page No. 13
Book No. 361
Series of 2022.


ATTY. GEORGE DAVID D. SITON
NOTARY PUBLIC FOR MAKATI CITY
APPOINTED: MAKATI - APPOINTED: 01, 2021
ROLL NO. 66102 / MAIL REGISTRATION NO. 001-0010136/2-15-2022
IBP OUTSIDE: 10, 2017 (SEE PRIMER MAY 5, 2017)
PIT NO. 000000-00000, 0000-MAKATI CITY
EXECUTIVE BLDG. CORNER MAKATI AVE., COR. JUPITER ST., MAKATI CITY

CERTIFICATION

I, **ANNA TERESA M. GOZON-VALDES**, Corporate Secretary of GMA Network, Inc. with SEC Identification Number 5213 and with principal office at GMA Network Center, EDSA corner Timog Avenue, Diliman, Quezon City, state:

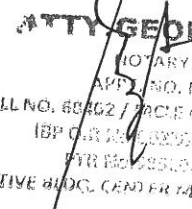
- 1.) That on behalf of GMA Network, Inc. I have caused the attached Request for Clearance to File Amended By-laws to be submitted;
- 2.) That I read and understood its contents which are based on personal knowledge and/or authentic corporate records;
- 3.) That GMA Network, Inc. will comply with the requirements set forth in SEC Notice dated May 12, 2021 to effect a complete and official submission of reports and/or documents through electronic mail;
- 4.) That I am fully aware that submitted documents which require pre-evaluation and/or processing fee shall be considered complete and officially received only upon payment of such filing fee and
- 5.) That the email account designated by the Company pursuant to SEC Memorandum Circular No. 28, s. 2020 shall be used by the company in its online submissions to MSRD.

IN WITNESS WHEREOF, I have hereunto set my hand this 23rd day of September 2022.


ANNA TERESA M. GOZON-VALDES
Affiant

SUBSCRIBED AND SWORN to before me this 23rd day of September 2022 at Makati City, affiant exhibited to me her passport with no. P7535518B issued on September 6, 2021.

Doc. No. 252;
Page No. 52;
Book No. 361;
Series of 2022.


ATTY. GEORGE DAVID D. SITON
NOTARY PUBLIC FOR MAKATI CITY
APP. NO. M-063 - UNTIL DEC. 31, 2023
ROLL NO. 68462 / PRC COMPLIANCE NO. VH-0010136/2-15-2022
IBP OR NEW EXERCISE LIFETIME MEMBER MAY 5, 2017
PTR 600880000 JAN 03, 2022-MAKATI CITY
EXECUTIVE BLDG. CORNER MAKATI AVE., COR. JUPITER ST., MAKATI CITY



MARKETS AND SECURITIES REGULATION DEPARTMENT

October 10, 2022

GMA NETWORK, INC.
GMA Network Center
Corner Timog Avenue, Diliman Quezon City
Email: rcharles@bgcpal.com

ATTENTION: MR. GILBERTO R. DUAVIT, JR.
President/COO

SUBJECT: REQUEST FOR COMMENTS/RECOMMENDATION

Gentlemen:

This is in connection with GMA Network, Inc., application for approval of the following amendments in its By-Laws:

ARTICLE		FROM	TO
Section Principal Office	1	The principal office of the corporation shall be at such place in Metro Manila, as the Board of Directors may from time to time select.	The principal office of the corporation shall be at <u>the place stated under the corporation's Articles of Incorporation.</u> (As Amended on March 25, 2022)
Section Place Meeting	1. of	All meetings of stockholders shall be held at such places in Metro Manila as the Board of Directors may fix from time to time. (As amended on August 4 and 9, 1995)	All meetings of stockholders shall be held <u>in the principal office of the corporation as stated in the articles of incorporation, or if not practicable, in the city or municipality where such office is located</u> (As amended on March 25, 2022)
Section Annual Meeting	2	The annual meeting of the stockholders for the election of directors and for the transaction of such other business as may come before the meeting shall be held at such places within Metro Manila as may be fixed by the Board of Directors and on the third Wednesday of May of each year at ten o'clock in the morning. If the election of directors shall not be held on the day designated for any annual meeting or at any adjournment of such meeting, the Board of Directors shall cause the election	The annual meeting of the stockholders for the election of directors and for the transaction of such other business as may come before the meeting shall be held at <u>the principal office of the corporation, or if not practicable, in the city or municipality where such office is located,</u> on the third Wednesday of May of each year at ten o'clock in the morning. If the election of

		to be held at a special meeting or soon thereafter as the same may conveniently be held. At such special meeting, the stockholders may elect the directors and transact other business as stated in the notice of the meeting with the same force and effect as at any annual meeting duly called and held. (As amended on October 11, 2005)	directors shall not be held on the day designated for any annual meeting or at any adjournment of such meeting, the Board of Directors shall cause the election to be held at a special meeting or soon thereafter as the same may conveniently be held. At such special meeting, the stockholders may elect the directors and transact other business as stated in the notice of the meeting with the same force and effect as at any annual meeting duly called and held. (As amended on October 11, 2005 and March 25, 2022)
Section 3. Special Meeting	3.	A special meeting of the stockholders may be called by the Chairman of the Board at his discretion or by a majority of the members of the Board of Directors or on the demand of the stockholders holding the majority of the subscribed capital stock of the corporation. (As amended on October 11, 2005)	A special meeting of the stockholders may be called by the Chairman of the Board at his discretion or by a majority of the members of the Board of Directors or on the demand of the stockholders holding <u>at least 10% of the outstanding shares of the Corporation, or such number of percentage of outstanding shares as may be prescribed by law or regulation.</u> (as amended on October 11, 2005 and March 25, 2022)
Section 3.a. Notice of Meeting	3.a.-	<p>Notice for annual meetings or special meetings of stockholders may be sent by the Corporate Secretary by personal delivery, mail, telegraph or cable at least fifteen (15) working days prior to the date of the meeting to each stockholder of record at his last known post office address or by publication in a newspaper of general circulation. The notice shall state the place, date and hour of the meeting, and the purpose for which the meeting is called. In case of special meetings, only matters stated in the notice can be the subject of motions or deliberations at such meeting.</p> <p>The requirement for notice to the meeting shall be deemed waived if the stockholder, in person or by proxy, shall be present thereat.</p>	<p>Notice of annual meetings or special meetings of stockholders may be sent by the Corporate Secretary by personal delivery, mail, telegraph, cable or <u>electronic transmission</u> to each stockholder of record to his last known post office or <u>electronic mail</u> address or by publication in a general circulation. <u>For annual meetings, the notice shall be sent at least twenty-one (21) days prior to the date of the meeting, unless a different period is required by law or regulation, while for special meetings, at least one (1) week written notice shall be sent to all stockholders, unless a different period is provided in the law or regulation.</u></p>

		<p>The notice shall state the place, date and hour of the meeting, and the purpose for which the meeting is called. In case of special meetings, only matters stated in the notice can be the subject of motions or deliberations at such meeting.</p> <p>The requirement for notice to the meeting shall be deemed waived if the stockholder, in person or by proxy, shall be present thereat.</p> <p>When the meeting of stockholders is adjourned to another time or place, it shall not be necessary to give any notice of the adjourned meeting if the time and place to which the meeting is adjourned are announced at the meeting at which the adjournment is taken. At the reconvened meeting, any business may be transacted that might have been transacted on the original date of the meeting. (As amended on October 11, 2005).</p> <p>When the meeting of stockholders is adjourned to another time or place, it shall not be necessary to give any notice of the adjourned meeting if the time and place to which the meeting is adjourned are announced at the meeting at which the adjournment is taken. At the reconvened meeting, any business may be transacted that might have been transacted on the original date of the meeting. (As amended on October 11, 2005 and March 25, 2022).</p>
Section Voting	6.	<p>Unless otherwise provided by law, each stockholder shall at every meeting of the stockholders be entitled to one vote, in person or by proxy, for each share with voting right held by such stockholder. At all meetings of the stockholders, all elections and all questions, except in cases where other provisions is made by statute, or by the Articles of Incorporation, shall be resolved by the plurality vote of stockholders present in person or by proxy and entitled to vote thereat, a quorum being present. Unless required by law, or demanded by a stockholder present in person or by proxy at any meeting, and entitled to vote thereat, the vote on any question need not be by ballot. On a vote by ballot, each ballot shall be signed by the stockholders voting, or in his name by his proxy if there by such proxy, and shall state the number of shares voted by him.</p> <p>Unless otherwise provided by law, each stockholder shall at every meeting of the stockholders be entitled to one vote, in person, <u>through remote communication, in absentia, or be represented by</u> proxy, for each share with voting right held by such stockholder. At all meetings of the stockholders, all elections and all questions, except in cases where other provisions is made by statute, or by the Articles of Incorporation, shall be resolved by the plurality vote of stockholders present in person, <u>through remote communication, in absentia, or represented</u> or by proxy and entitled to vote thereat, a quorum being present. Unless required by law, or demanded by a stockholder present in person, <u>through remote communication, in absentia,</u> or represented by</p>

		<p>proxy at any meeting, and entitled to vote thereat, the vote on any question need not be by ballot. On a vote by ballot, each ballot shall be signed by the stockholders voting, or in his name by his proxy if there by such proxy, and shall state the number of shares voted by him. (As amended on March 25, 2022)</p>
<p>Section 1. Qualification and Term of Office</p>	<p>The general management of the corporation shall be vested in a Board of Nine (9) directors who shall be stockholders holding at least one (1) share and who shall be elected annually by the stockholders entitled to vote to serve until the election and qualification of their successors. If any vacancy shall occur among the directors by reason of death, resignation, or for any other reason, such vacancy may be filled by the remaining directors at any meeting at which a quorum shall be present. Any such vacancy may also be filled by the stockholders entitled to vote at any meeting held during such vacancy. The stockholders entitled to vote at such meeting may also, in case of like mention, accept the resignation of any director and fill the vacancy thereby caused for the unexpired term. In case of a vacancy in the Board, the remaining directors shall continue to act, but if at any time their numbers be reduced to less than quorum, the remaining directors shall forthwith call a special meeting of the stockholders entitled to vote for the purpose of filling up such vacancy. Any director so chosen to fill the vacancy shall serve for the unexpired term only. (As amended on October 11, 2005)</p> <p>No person shall qualify or be eligible for nomination or election to the Board of Directors if he is engaged in or connected with any business which competes with or is antagonistic to that of the Corporation. Without limiting the generality of the foregoing, a person shall be deemed to be so engaged or connected:</p>	<p>No change to the first paragraph</p> <p><i>For correction/re-instatement of the latest second paragraph (a) previously approved by the SEC:</i></p>

	<p>(a) If he is an office, manager, director consultant, controlling person of, or the owner (either of record or beneficially) of <u>10%</u> or more of any outstanding class of shares of, any other corporation or entity engaged in a business which the Board, by a majority vote, determines to be competitive or antagonistic to that of the Corporation; or</p> <p>(b) If the Board, in the exercise of its judgment in good faith, determines by a majority vote that he is the nominee of any person set forth in (a). In determining whether or not a person is a controlling person, beneficial owner, or the nominee of another, the Board may take into account such factors as business and family relationship. (As amended on April 10, 2006).</p> <p>The Corporation shall have at least two (2) independent directors or at least twenty percent (20%) of the total membership of the Board of Directors, whichever is lesser, as required by law. (As amended on October 11, 2005)</p> <p><i>(Last paragraph of Section 1 moved to 5th paragraph of Section 1.a) (As amended on May 18, 2007).</i></p>	<p>(a) If he is an office, manager, director consultant, controlling person of, or the owner (either of record or beneficially) of <u>5%</u> or more of any outstanding class of shares of, any other corporation or entity engaged in a business which the Board, by a majority vote, determines to be competitive or antagonistic to that of the Corporation; xxx</p>
Section 1.a Nomination of Directors		<p><i>For correction/re-instatement of the following Section 1.a previously approved by the SEC in the By-laws:</i></p> <p>Section 1.a Nomination of Directors - The Board of Directors – The Board of Directors shall constitute a Nomination Committee consisting of at least three (3) members, one of whom shall be an independent director.</p> <p>The Nomination Committee shall have the authority to promulgate and issue guidelines for the conduct of nominations.</p> <p>Nominees to the Board of Directors, including independent</p>

		<p>directors, shall be submitted to the Nomination Committee for consideration by the latter prior to the annual stockholders' meeting or special meeting duly called for that purpose.</p> <p>The Nomination Committee shall review the qualifications of the nominees for directors and prepare a final list of candidates.</p> <p>For the proper implementation of the foregoing, all nominations to the Board of Directors shall be submitted in writing to the Nomination Committee of the Board of Directors at least thirty (30) working days before the date of the regular annual meeting of stockholders.</p> <p>After such nomination process, the Nomination Committee shall prepare a Final List of Candidates containing all information about all nominees for directors, which list shall be available to the Securities and Exchange Commission and to all stockholders through the Information or Proxy Statement. The name of the person or group of persons who submitted a particular nominee's name shall be identified in such report including any relationship with the nominee.</p> <p>Only nominees whose names appear on the Final List of Candidates shall be eligible for election as directors. No other nominations shall be entertained or allowed on the floor during the annual stockholders meeting. (As amended on May 18, 2007).</p>
Section Election Directors	2. of	<p>The directors of the Corporation shall be elected by majority vote at the annual meeting of the stockholders at which a quorum is present. At each election of directors every stockholder shall have the right to vote, in person or by proxy, the</p> <p>-No change to the first paragraph-</p>

	<p>number of shares owned by him for as many persons as there are directors to be elected, or to cumulate his votes by giving one candidate as many votes as the number of such directors multiplied by the number of his shares shall equal, or by distributing such votes at the same principle among any number of candidates. (As amended on October 11, 2005)</p>	<p><i>For correction/re-instatement of the following second to third paragraphs of section 2 previously approved by the SEC in the By-laws:</i></p> <p>Subject to existing laws, rules and regulations of the Securities and Exchange Commission or any stock exchange having jurisdiction over the Company, the conduct of election of directors shall be made in accordance with the standard election procedures contained in the By-Laws.</p> <p>It shall be the responsibility of the Chairman of the Meeting to inform all stockholders of the requirement of electing independent directors. The Chairman of the Meeting shall ensure that the independent directors is elected during the stockholders' meeting.</p> <p>Specific slots for independent directors shall not be filled up by unqualified nominees.</p> <p>In case of failure of election for independent directors, the Chairman of the Meeting shall call a separate election during the same meeting to fill up the vacancy. (As amended on May 18, 2007)</p>
Section 4. Meeting of the Board	<p>Regular meetings of the Board of Directors shall be held at such places and at such times as the Board shall from time to time by resolution determine. If any day fixed for a regular meeting shall be a legal holiday at the place where the meeting is</p>	<p>Regular meetings of the Board of Directors shall be held at such places and at such times as the Board shall from time to time by resolution determine. If any day fixed for a regular meeting shall be</p>

	<p>to be held, then the meeting which would otherwise be held on that day shall be held at the same hour on the next succeeding day not a legal holiday. Notice of regular meetings need not be given.</p> <p>Special meetings of the Board of Directors may be called at any time upon the request of the Chairman of the Board or President or by the person or persons calling the meeting, by advising him by word of mouth, by telephone, or by telegraph of such meeting or by leaving notice of such meeting with him or at his residence or usual place of business, or by mailing it, postage prepaid and addressed to him at his residence as it appears upon the books of the corporation. Non-receipt of any such notice shall not invalidate any business done at any meeting at which a quorum is present.</p> <p>If at any meeting of the Board of Directors however called or wherever held, all of the directors at the time in the Philippines shall be present or shall before or after the Meeting waive notice of such meeting by a writing filed with the Secretary of the corporation, or after any such meeting shall consent to the holding of the meeting and all action taken thereat, then any and all action taken at such meeting shall be legal and validly taken.</p>	<p>a legal holiday at the place where the meeting is to be held, then the meeting which would otherwise be held on that day shall be held at the same hour on the next succeeding day not a legal holiday. <u>(Delete: Notice of regular meetings need not be given.) (As amended on March 25, 2022).</u></p> <p>Special meetings of the Board of Directors may be called at any time upon the request of the Chairman of the Board or President or by the person or persons calling the meeting, by advising him by word of mouth, by telephone, by telegraph, <u>by electronic transmission</u> of such meeting or by leaving notice of such meeting with him or at his residence or usual place of business, or by mailing it, postage prepaid and addressed to him at his residence as it appears upon the books of the corporation. Non-receipt of any such notice shall not invalidate any business done at any meeting at which a quorum is present.</p> <p><u>Notice of regular or special meetings of directors must be sent to every director at least two days prior to the scheduled meeting, unless a different period is required by law or regulation. (As Amended on March 25, 2022)</u></p> <p>If at any meeting of the Board of Directors however called or wherever held, all of the directors at the time in the Philippines shall be present or shall before or after the Meeting waive notice of such meeting by a writing filed with the Secretary of the corporation, or after any such meeting shall consent to the holding of the meeting and all action taken thereat, then any and all action</p>
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		taken at such meeting shall be legal and validly taken.
Section 8. Compensation	<p>As compensation of the directors, the Board shall receive and allocate yearly an amount of not more than ten percent (10%) of the net income before income tax of the company during the preceding year. Such compensation shall be determined and apportioned among the directors in such manner as the Board may deem proper and shall be distributed semi-annually as such other times as the Board shall decide (Amended August 12, 1985).</p>	<p><i>For correction/re-instatement of the provision previously approved by the SEC in the By-laws:</i></p> <p>As compensation of the directors, the Board shall receive and allocate yearly an amount of not more than Two and a Half Percent (2.5%) of the net income after income tax of the corporation during the preceding year. Of the said 2.5%, One Percent (1%) shall be allocated to the members of the Board of Directors to be distributed share and share alike. The remaining One and Half Percent (1.5%) shall be allocated to the members of the Executive Committee to be distributed share and share alike. As approved by the stockholders representing at least a majority of the outstanding capital stock. (Amended on April 10, 2006).</p>
Section 1. Designations	<p>The Board of Directors shall annually, at their first meeting, elect a Chairman of the Board of Directors, a President, Vice-Presidents, and a Secretary, and may also from time to time appoint such other officers and agents as it may deem proper. The Board of Directors may create such additional positions as it may consider proper. Except the Chairman and President, the other officers need not be stockholders. Any two officers, except those incompatible with each other may be held by the same person. The Secretary and the 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 also be filled by the Board of Directors.</p>	<p>Section 1. Designations – The Board of Directors shall annually, at their first meeting, elect <u>the following officers:</u></p> <ol style="list-style-type: none"> 1. Chairman of the Board of Directors 2. <u>Chief Executive Officer</u> 3. President 4. Chief Operating Officer 5. <u>Chief Financial Officer</u> (please see Annex "A" for the powers and duties of a Chief Financial Officer) 6. <u>Chief Marketing Officer</u> (please see Annex "A" for the powers and duties of a Chief Financial Officer) 7. <u>Executive Vice President</u> (please see Annex "A" for the powers and duties of an Executive Vice-President) 8. <u>Senior Vice-President</u> (please see Annex "A" for the powers and duties of a Senior Vice-President)

		<p>9. <u>First Vice-President</u> (please see Annex "A" for the powers and duties of a First Vice-President)</p> <p>10. Vice-Presidents, <u>Senior Assistant Vice-President</u> and Assistant Vice-President</p> <p>11. <u>Division Head</u> (please see Annex "A" for the powers and duties of a Division Head)</p> <p>12. <u>Corporate Secretary</u></p> <p>13. <u>Assistant Corporate Secretary, and</u></p> <p>14. <u>Treasurer.</u></p> <p>The Board shall also from time to time appoint such other officers and agents as it 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)</p>
Section 2. Compensation	Section 2. Compensation – The salary or compensation of all officers and agents elected or appointed by the Directors shall be fixed by the Board.	Section 2. Compensation – The salary or compensation of all officers and agents elected or appointed by the Directors, <u>as may be recommended by the Compensation Committee, but not mandatorily required,</u> shall be fixed by the Board. (As amended on march 4, 2013 and on March 25, 2022)
Section 6. Vice Presidents	Vice-Presidents – Vice-Presidents shall be elected by the Board and shall have the following powers and duties:	<u>Vice-Presidents, Senior Assistant Vice-Presidents</u> and Assistant Vice-Presidents – Vice Presidents. <u>Senior Assistant Vice-Presidents and Assistant Vice-</u>

		<p>President shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Exercise direct supervision and control over the different departments of the Corporation that may be placed under their responsibility.</p> <p>(b) Exercise such other powers and perform such other duties as the Board of Directors and/or the President may from time to time fix or delegate. (As amended on March 4, 2013 and on March 25, 2022)</p>	<p>(a) Exercise direct supervision and control over the different departments of the Corporation that may be placed under their responsibility.</p> <p>(b) Exercise such other powers and perform such other duties as the Board of Directors, the Chairman and/or the President may from time to time fix or delegate. (As amended on March 4, 2013 and on March 25, 2022)</p>
Section Secretary	8.	<p>Secretary - The Secretary who shall be a citizen and resident of the Philippines, shall be elected by the Board of Directors and he may or may not be a stockholder of the corporation. He shall hold the office at the pleasure of the Board, and he shall perform the following duties:</p> <p>(a) Keep full minutes of all meetings of the Board of Directors and of the stockholders;</p> <p>(b) Keep a stock and transfer book and the corporate seal, which he shall stamp on all documents requiring such seal of the Corporation;</p> <p>(c) Fill and countersign all the certificate of stock issued, making the corresponding annotations on the margin or stub certificates upon issuances;</p> <p>(d) Give, or cause to be given, all notices, required by law or by the By-Laws of the Corporation, as well as notice of all meetings of the Board of Directors and of the stockholders;</p>	<p>Corporate Secretary and Assistant Corporate Secretary - The Corporate Secretary and the Assistant Corporate Secretary shall be citizens and residents of the Philippines, shall be elected by the Board of Directors and they may or may not be a stockholder of the corporation. They shall hold the office at the pleasure of the Board, and they shall perform the following duties:</p> <p>(a) Keep full minutes of all meetings of the Board of Directors and of the stockholders;</p> <p>(b) Keep a stock and transfer book and the corporate seal, which he shall stamp on all documents requiring such seal of the Corporation;</p> <p>(c) Fill and countersign all the certificate of stock issued, making the corresponding annotations on the margin or stub certificates upon issuances;</p> <p>(d) Give, or cause to be given, all notices, required by law or by the By-Laws of the Corporation, as well as notice of all meetings of the Board of Directors and of the stockholders;</p>

		(e) Perform such other duties as may be prescribed by the Board of Directors or the President. The Secretary may delegate the duties of the office to an Assistant Secretary with the approval of the Board of Directors.	(e) Perform such other duties as may be prescribed by the Board of Directors or the President. The Corporate Secretary may delegate the duties of the office to an Assistant Corporate Secretary with the approval of the Board of Directors. (As amended on March 4, 2013 and on March 25, 2022).
Section 2. Closing of Transfer Books or Fixing of Record Date	2.	For the purpose of determining the stockholders entitled to notice of, or to vote at, any meeting of stockholders or any adjournment thereof or to receive payment of any dividend, or of making a determination of stockholders for any other proper purpose, the Board of Directors may provide that the stock and transfer books be closed for a stated period, but not to exceed, in any case, thirty five (35) days. If the stock and transfer books be closed for the purpose of determining stockholders entitled to notice of, or to vote at, a meeting of stockholders, such books shall be closed for at least ten (10) working days immediately preceding such meeting. In lieu of closing the stock and transfer books, the Board of Directors may fix in advance a date as the record date which shall in no case be more than twenty (20) days prior to the date on which the particular action requiring such determination of stockholders is to be taken, except in instance where applicable rules and regulations provide otherwise. (As amended on October 11, 2005).	For the purpose of determining the stockholders entitled to notice of, or to vote at, any meeting of stockholders or any adjournment thereof or to receive payment of any dividend, or of making a determination of stockholders for any other proper purpose, the Board of Directors may provide that the stock and transfer books be closed for a stated period, but not to exceed, in any case, thirty five (35) days. If the stock and transfer books be closed for the purpose of determining stockholders entitled to notice of, or to vote at, a meeting of stockholders, such books shall be closed for at least twenty (20) days immediately preceding a regular meeting, and at least seven (7) days immediately preceding a special meeting. In lieu of closing the stock and transfer books, the Board of Directors may fix in advance a date as the record date which shall in no case be less than twenty-one (21) days prior to the date on which the particular action requiring such determination of stockholders is to be taken, except in instance where applicable rules and regulations provide otherwise. (As amended on amended on October 11, 2005 and March 25, 2022)
Section 3. Loss or mutilation		In case of loss, mutilation, or destruction of any certificate of shares of stock of the corporation, a duplicate certificate may be issued upon such terms as the Board of Directors may prescribe, in accordance with the Republic Act No. 201.	In case of loss, mutilation, or destruction of any certificate of shares of stock of the corporation, a duplicate certificate may be issued upon such terms as the Board of Directors may prescribe, in accordance with existing laws.

Upon review of the request and documents annexed thereto, and the Company records, it appears that the proposed amendments are consistent with the disclosure made by the Company. Hence, on this basis, the MSRD does not interpose any objection to the application for amendment of the amended By-Laws. Thus, within five (5) days from the approval of the Amendment, **GMA Network, Inc.**, shall file with the Commission's Central Receiving Unit, a duly accomplished Current Report (SEC Form 17-C), disclosing the approval of said amendments. The company is also reminded to file amended General Information Statement, if applicable within seven (7) days after such change accrued or become effective.

Moreover, as a Publicly listed company, the company is reminded of the filing period requirement of SEC Form 20-IS and the distribution of the meeting materials to security holders as provided in SRC Rules as follows:

20.3.3.1. Preliminary copies of the information statement and proxy form shall be filed with the Commission at least ten (10) business days prior to the date definitive copies of such material shall be first sent or given to security holders.

X x x

X x x

20.3.3.3. Copies of the definitive information statement, proxy form and all other materials, if any, shall be filed with the Commission prior to the date such material/s shall be first sent or given to security holders. One (1) copy of the material/s shall at the same time be filed with, or mailed for filing to, any Exchange in which any class of securities of the Issuer is listed for trading.

20.3.3.4. The information statement, proxy form and management report referred to in SRC Rule 20.4, if applicable, shall be distributed to security holders at least fifteen (15) business days prior to the date of the stockholders' meeting; Provided, that in case any changes are made within the said fifteen (15) business days, the company shall comply with the following requirements x x x

In the light of the foregoing, our Department, nonetheless, defers to the discretion of the Commissions' Company Registration and Monitoring Department (CRMD) whether it will adopt our comments/recommendations contained herein considering that CRMD has the primary jurisdiction over registration of corporation in general, as well as amendments to their Articles of Incorporation and By-Laws.

Our comments or recommendation is limited merely to the reviewing of our regulatory requirements and does not cover the substance of the application as to its consistency with the Revised Corporation Code.

Lastly, this comments is without prejudice to the prerogative of this Department to act later against the subject company, if warranted, to ensure full compliance with the provisions of the Securities Regulation Code, its implementing rules and regulations, and other pertinent laws, rules and regulations, as may be necessary and applicable under the circumstances.

If the clearance relates to or gives rise to any other application, corporate action or transaction which are or will be submitted for the approval or notice of the Commission, then we reserve the right to review and comment on matters that fall within the jurisdiction of this Department.

Very truly yours,


VICENTE GRACIANO P. FELIZMENIO, JR.
Director

Cc: Office of the Director, CRMD
Corporate and Partnership Registration Division

Annex “A”

Matrix of Pertinent Proposed Amendment of the By-Laws of GMA Network, Inc. and the Reasons Therefor			
Pertinent Article/Section	From	To <i>(with corresponding amendments underscored below)</i>	Reason
ARTICLE V OFFICERS			
Section 1. Designations	<p>The Board of Directors shall annually, at their first meeting, elect the following officers:</p> <ol style="list-style-type: none"> 1. Chairman of the Board of Directors 2. Chief Executive Officer 3. President 4. Chief Operating Officer 5. Chief Financial Officer (please see Annex “A” for the powers and duties of a Chief Financial Officer) 6. Chief Marketing Officer (please see Annex “A” for the powers and duties of a Chief Financial Officer) 7. Executive Vice President (please see Annex “A” for the 	<p>The Board of Directors shall annually, at their first meeting, elect the following officers:</p> <ol style="list-style-type: none"> 1. Chairman of the Board of Directors 2. Chief Executive Officer 3. President 4. Chief Operating Officer (please see <u>Amended Annex “A”</u> for the powers and duties of a <u>Chief Operating Officer</u>) 5. Chief Financial Officer (please see <u>Amended Annex “A”</u> for the powers and duties of a Chief Financial Officer) 6. Chief Marketing Officer (please see <u>Amended Annex “A”</u> for the powers and duties of a Chief Marketing Officer) 7. Executive Vice President (please see <u>Amended</u> 	<p>(a) To reflect the updated designations of Chairman, President, CEO and COO, as separate officer positions in the Company, subject to further provisions in the Amended By-Laws as amended and approved; (b) to delete references to "Chairman/CEO" and "President/COO" in the relevant provisions of the Amended By-Laws; (c) to allow for the updated position of "President/CEO" in the Company; and (d) to provide for the separate powers and duties of COO in the Company</p>

	<p>powers and duties of an Executive Vice-President)</p> <p>8. Senior Vice-President (please see Annex "A" for the powers and duties of a Senior Vice-President)</p> <p>9. First Vice-President (please see Annex "A" for the powers and duties of a First Vice-President)</p> <p>10. Vice-Presidents, Senior Assistant Vice-President and Assistant Vice-President</p> <p>11. Division Head (please see Annex "A" for the powers and duties of a Division Head)</p> <p>12. Corporate Secretary and Assistant Corporate Secretary, and</p> <p>13. Treasurer.</p>	<p>Annex "A" for the powers and duties of an Executive Vice-President)</p> <p>8. Senior Vice-President (please see <u>Amended</u> Annex "A" for the powers and duties of a Senior Vice-President)</p> <p>9. First Vice-President (please see <u>Amended</u> Annex "A" for the powers and duties of a First Vice-President)</p> <p>10. Vice-President, Senior Assistant Vice-President and Assistant Vice-President</p> <p>11. Division Head (please see <u>Amended</u> Annex "A" for the powers and duties of a Division Head)</p> <p>12. Corporate Secretary and Assistant Corporate Secretary, and</p> <p>13. Treasurer.</p>	
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	<p>The Board shall also from time to time appoint such other officers and agents as it 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)</p>	<p>The Board shall also from time to time appoint such other officers and agents as it 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, March 25, 2022 and December 9, 2023)</p>	
<p>Section 4. Chairman of the Board of Directors</p>	<p>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.</p>	<p>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. <u>He shall also</u></p>	<p>(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-</p>

	<p>He shall be the Chief Executive Officer and shall have the following powers and duties:</p> <ul style="list-style-type: none"> (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 	<p><u>perform such other functions and duties as may be delegated to him by the Board of Directors.</u> (As amended on December 9, 2023)</p>	<p>Laws; and, (c) to provide for the updated powers and duties of the Chairman of the Board of Directors in the Company</p>
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	<p>times as the latter may request, and an annual report to the stockholders at the annual meetings;</p> <p>(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.)</p>		
Section 5. The President	<p>The President who is elected by the Board from among their members shall be the Chief Operating Officer.</p> <p>In the absence of the Chairman of the Board/CEO, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have</p>	<p>The President who is elected by the Board from among their members shall be the Chief <u>Executive</u> Officer.</p> <p>In the absence of the Chairman of the Board, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have the following powers and duties:</p>	<p>(a) To reflect the updated designation and powers and duties of the President as the CEO of the Company; (b) to delete references to "President/COO" in the relevant provisions of the Amended By-Laws</p>

	<p>the following powers and duties:</p> <ul style="list-style-type: none"> (a) Oversee the day to day operations of the corporation; (b) As may be authorized by the Chairman/CEO or the Board of Directors, execute on behalf of the Corporation contracts and agreements which the said Corporation may enter into; (c) 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 	<ul style="list-style-type: none"> (a) <u>Execute on behalf of the Corporation contracts and agreements which the said Corporation may enter into;</u> (b) <u>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;</u> (c) <u>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;</u> 	
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	<p>of the Corporation;</p> <p>(d) Exercise such other power and perform such other duties as the Chairman/CEO or Board of Directors may from time to time fix or delegate. (As amended on October 28, 2010)</p>	<p>(d) <u>Appoint employees below the level of Assistant Vice-President;</u></p> <p>(e) <u>Exercise such other power and perform such other duties as the Board of Directors may from time to time fix or delegate.</u> (As amended on December 9, 2023)</p>	
ANNEX A OF THE AMENDED BY-LAWS			
Chief Operating Officer		<p><u>The Chief Operating Officer who is elected by the Board shall be an Executive Vice-President. He shall have the following powers and duties:</u></p> <p>(a) <u>Assist in overseeing the day to day operations of the Company;</u></p> <p>(b) <u>As may be authorized by the President/CEO or the Board of Directors, execute on behalf of the Company</u></p>	<p>New provision to reflect the COO position as a separate position from President, and to harmonize with the updated position and duties of President/CEO</p>

		<p><u>contracts and agreements which the said Corporation may enter into;</u></p> <p>(c) <u>As may be authorized by the President/CEO or the Board of Directors, 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 Company;</u></p> <p>(d) <u>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.</u></p>	
Chief Finance Officer	The Chief Finance Officer who is elected by the Board	The Chief Finance Officer who is elected by the Board shall	(a) To harmonize with the updated powers and duties of the Chairman of the Board of

	<p>shall be the Executive Vice-President. He shall have the following powers and duties:</p> <ul style="list-style-type: none"> (a) Assist the President/COO on all strategic and tactical matters as they impact budget management, cost benefit analysis, forecasting needs and the securing of funding requirements; (b) Assist the President/COO in identifying new business opportunities and determining cost effectiveness of new programs/products and services; (c) Support the President/COO in implementing the mission of the organization and attaining its vision by identifying strategies; (d) Ensure the timely 	<p><u>have the following powers and duties:</u></p> <ul style="list-style-type: none"> (a) Assist the President/<u>CEO</u> on all strategic and tactical matters as they impact budget management, cost benefit analysis, forecasting needs and the securing of funding requirements; (b) Assist the President/<u>CEO</u> in identifying new business opportunities and determining cost effectiveness of new programs/products and services; (c) Support the President/<u>CEO</u> in implementing the mission of the organization and attaining its vision by identifying strategies; (d) Ensure the timely 	<p>Directors and the President/CEO, (b) to allow flexibility in the appointment/election of the CFO in the future; i.e., in that the CFO does not necessarily have to be the/an EVP, can be an SVP, (c) to correct a typographical error under item (n), and (d) to harmonize with the responsibilities of other frontline officers, insofar as the new proposed additional responsibility of the CFO under last item (o)</p>
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	<p>implementation of business/finance strategies through functional objectives;</p> <p>(e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting services;</p> <p>(f) Analyze economic trends and relevant information/data and identify revenue opportunities;</p> <p>(g) Enforce operational efficiencies, cost reduction, systems enhancement;</p> <p>(h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;</p> <p>(i) Oversee the finance unit of the</p>	<p>implementation of business/finance strategies through functional objectives;</p> <p>(e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting services;</p> <p>(f) Analyze economic trends and relevant information/data and identify revenue opportunities;</p> <p>(g) Enforce operational efficiencies, cost reduction, systems enhancement;</p> <p>(h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;</p> <p>(i) Oversee the finance unit of the</p>	
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	<p>organization and ensure that all finance and accounting-related functions are carried out efficiently;</p> <p>(j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;</p> <p>(k) Ensure that audit issues are resolved and compliance requirements are met;</p> <p>(l) Oversee the management and coordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant</p>	<p>organization and ensure that all finance and accounting-related functions are carried out efficiently;</p> <p>(j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;</p> <p>(k) Ensure that audit issues are resolved and compliance requirements are met;</p> <p>(l) Oversee the management and coordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant</p>	
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	<p>budgets;</p> <p>(m) Oversee the administration and financial reporting of the organization's Retirement Plan;</p> <p>(n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may offer employees and potential employees with the goal of attracting and retaining qualified individuals.</p>	<p>budgets;</p> <p>(m) Oversee the administration and financial reporting of the organization's Retirement Plan;</p> <p>(n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may <u>offer</u> employees and potential employees with the goal of attracting and retaining qualified individuals; and</p> <p>(o) <u>Perform all other responsibilities that may be assigned by the President/CEO.</u></p>	
Chief Marketing Officer	<p>The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:</p> <p>(a) Responsible for the Company's business growth and revenue</p>	<p>The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:</p> <p>(a) Responsible for the Company's business growth and revenue</p>	<p>To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO</p>

	<p>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;</p> <p>(b) Develop and communicate the visions and mission of the Group and ensure that these are aligned with the Company's vision and mission;</p> <p>(c) Set the overall direction of the Group and ensure that this direction supports the Company's goals/objectives;</p> <p>(d) Develop the structure of the Company's Sales and Marketing department, developing sales strategies and</p>	<p>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;</p> <p>(b) Develop and communicate the visions and mission of the Group and ensure that these are aligned with the Company's vision and mission;</p> <p>(c) Set the overall direction of the Group and ensure that this direction supports the Company's goals/objectives;</p> <p>(d) Develop the structure of the Company's Sales and Marketing department,</p>	
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	<p>marketing campaign ideas and coordinating marketing efforts with the Company's financial and branding goals;</p> <p>(e) Oversee the Company's overall sales and marketing strategies;</p> <p>(f) Take lead in marketing and selling 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;</p> <p>(g) Analyze revenue sources and provide direction on how sales</p>	<p>developing sales strategies and marketing campaign ideas and coordinating marketing efforts with the Company's financial and branding goals;</p> <p>(e) Oversee the Company's overall sales and marketing strategies;</p> <p>(f) Take lead in marketing and selling 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;</p> <p>(g) Analyze revenue</p>	
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	<p>and marketing could help generate the highest possible revenue for the Company;</p> <p>(h) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(i) Evaluate the performance of the Sales and Marketing Heads of the Group;</p> <p>(j) Oversee the daily operations of the Group and ensure that people, processes, and systems support the strategic direction as planned and approved;</p> <p>(k) Keep well-informed of the external competitive landscape, industry standards and developments, opportunities for revenue growth, and</p>	<p>sources and provide direction on how sales and marketing could help generate the highest possible revenue for the Company;</p> <p>(h) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(i) Evaluate the performance of the Sales and Marketing Heads of the Group;</p> <p>(j) Oversee the daily operations of the Group and ensure that people, processes, and systems support the strategic direction as planned and approved;</p> <p>(k) Keep well-informed of the external competitive landscape, industry standards and</p>	
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	<p>new markets; and</p> <p>(l) Perform all other responsibilities that may be assigned by the Chairman & CEO.</p>	<p>developments, opportunities for revenue growth, and new markets; and</p> <p>(l) Perform all other responsibilities that may be assigned by the <u>President/CEO</u>.</p>	
Executive Vice-President	<p>The Executive Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist the Chairman & CEO and President & COO set the overall direction of the Company;</p> <p>(b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;</p> <p>(c) Formulate and execute strategic plans to drive growth and support the Network's</p>	<p>The Executive Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist the <u>President/CEO</u> set the overall direction of the Company;</p> <p>(b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;</p> <p>(c) Formulate and execute strategic plans to drive growth and support the</p>	<p>To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO</p>

	<p>overall direction by fostering strong relationships and managing projects from concept development to execution;</p> <p>(d) Communicate strategic plans to all Groups/Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Oversee the daily operations of the Company and ensure that people, processes and systems support the strategic direction as planned and approved;</p> <p>(f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of</p>	<p>Network's overall direction by fostering strong relationships and managing projects from concept development to execution;</p> <p>(d) Communicate strategic plans to all Groups/Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Oversee the daily operations of the Company and ensure that people, processes and systems support the strategic direction as planned and approved;</p> <p>(f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of</p>	
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	<p>success along with all the resources needed;</p> <p>(g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;</p> <p>(h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to manage any risks or opportunities that may hinder the growth of the business but also the full development and performance of all employees;</p> <p>(i) Represent the Company in all engagements necessary to build & maintain strong & mutually beneficial</p>	<p>success along with all the resources needed;</p> <p>(g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;</p> <p>(h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to manage any risks or opportunities that may hinder the growth of the business but also the full development and performance of all employees;</p> <p>(i) Represent the Company in all engagements necessary to build & maintain strong &</p>	
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	<p>partnerships with clients, other stakeholders;</p> <p>(j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;</p> <p>(k) Manage all other resources to ensure that the Office of the EVP operates efficiently;</p> <p>(l) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new opportunities; and</p> <p>(m) Perform all other responsibilities that may be assigned by the Chairman & CEO and President & COO.</p>	<p>mutually beneficial partnerships with clients, other stakeholders;</p> <p>(j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;</p> <p>(k) Manage all other resources to ensure that the Office of the EVP operates efficiently;</p> <p>(l) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new opportunities; and</p> <p>(m) Perform all other responsibilities that may be assigned by the <u>President/CEO</u>.</p>	
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<p>Senior Vice-President</p>	<p>Senior Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <ul style="list-style-type: none"> (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 Departments in supporting the Network's overall direction, and promoting its long-term business sustainability; 	<p>Senior Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <ul style="list-style-type: none"> (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 Departments in supporting the Network's overall direction, and promoting its long-term business sustainability; 	<p>To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO</p>
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	<p>(d) Communicate strategic plan to Department/Division /Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of Department/Division /Section Heads of the Group or Departments;</p> <p>(g) Oversee the daily operations of the Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as</p>	<p>(d) Communicate strategic plan to Department/Division /Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of Department/Division /Section Heads of the Group or Departments;</p> <p>(g) Oversee the daily operations of the Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as</p>	
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	<p>planned and approved;</p> <p>(h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new markets;</p> <p>(j) Manage all other resources to ensure that the Office of the SVP operates efficiently and</p> <p>(k) Performs all other responsibilities that may be assigned by the Executive Vice-</p>	<p>planned and approved;</p> <p>(h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new markets;</p> <p>(j) Manage all other resources to ensure that the Office of the SVP operates efficiently and</p> <p>(k) Performs all other responsibilities that may be assigned by the Executive Vice-</p>	
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	President, the President & COO or the Chief Executive Officer.	President <u>or</u> the <u>President/CEO.</u>	
First Vice-President	<p>First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <ul style="list-style-type: none"> (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 plan that leads the Department in supporting the Network's overall direction; (c) Sets overall direction of the Department and ensures that this direction supports the Network's goals/objectives; (d) Communicate strategic plan to 	<p>First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <ul style="list-style-type: none"> (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 plan that leads the Department in supporting the Network's overall direction; (c) Sets overall direction of the Department and ensures that this direction supports the Network's goals/objectives; (d) Communicate strategic plan to 	To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO

	<p>Section/Division Heads of the Department and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of the Section and Division Heads of the Department;</p> <p>(g) Oversee the daily operations of the Department and ensure that people, processes and systems support the strategic direction as planned and approved;</p> <p>(h) Manage all other resources to ensure that the Office of the VP operates efficiently;</p>	<p>Section/Division Heads of the Department and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of the Section and Division Heads of the Department;</p> <p>(g) Oversee the daily operations of the Department and ensure that people, processes and systems support the strategic direction as planned and approved;</p> <p>(h) Manage all other resources to ensure that the Office of the VP operates</p>	
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	<p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;</p> <p>(j) Perform all other responsibilities that may be assigned by the Executive Vice President, the President & COO or the Chief Executive Officer.</p>	<p>efficiently;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;</p> <p>(j) Perform all other responsibilities that may be assigned by the Executive Vice President <u>or</u> the <u>President/CEO</u>.</p>	
Division Head	<p>Division Heads shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are aligned with the Corporate vision and</p>	<p>Division Heads shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are aligned with the Corporate vision and mission;</p>	To correct the typographical error under item (d)

	<p>mission;</p> <p>(b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives;</p> <p>(c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables;</p> <p>(d) Communicate operational plans and objections to Section Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide Section Heads in formulating individual performance objectives and action plans to support Department</p>	<p>(b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives;</p> <p>(c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables;</p> <p>(d) Communicate operational plans and <u>objectives</u> to Section Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide Section Heads in formulating individual performance objectives and action plans to support</p>	
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	<p>Objectives and ensure timely implementation of approved objectives and plans;</p> <p>(f) Guide and monitor the performance objectives or direct reports ensuring that commitments are delivered on time;</p> <p>(g) Evaluate the performance of Section Heads of Divisions;</p> <p>(h) Oversee the daily operations of the Division and ensure that people, processes and systems including budgetary/logistics requirements are in place and operate efficiently;</p> <p>(i) Perform all other responsibilities that may be assigned by immediate superiors/Department Head.</p>	<p>Department</p> <p>Objectives and ensure timely implementation of approved objectives and plans;</p> <p>(f) Guide and monitor the performance objectives or direct reports ensuring that commitments are delivered on time;</p> <p>(g) Evaluate the performance of Section Heads of Divisions;</p> <p>(h) Oversee the daily operations of the Division and ensure that people, processes and systems including budgetary/logistics requirements are in place and operate efficiently;</p> <p>(n) Perform all other responsibilities that may be assigned by immediate superiors/Department</p>	
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ANNEX "D" - ANNOTATION

BY-LAWS

ORGANIZATIONAL DETAIL

TRN-R022025-CRMD00775T

Corporate Name	GMA NETWORK, INC.
Date of Approval by the Commission	
Delegated by at least two-thirds (2/3) of the outstanding capital stock	18 May 1995
Approved by Approved by unanimous vote of the Board of Directors of the Directors	09 December 2023
Subject of Amendment	The Manner of Election or Appointment, Qualification, Functions, and the Term of Office of All Officers other than Directors/Trustees

TO Section 1, Article V (Designations) – same officer designations enumerated, but reference instead to an Amended Annex “A” indicated for COO, CFO, CMO, EVP, SVP, FVP, and DH.

Section 4, Article V (Chairman of the Board of Directors) – qualification and main duty of Chairman retained; additional designation of Chairman being CEO with stated powers and duties deleted, and indicate in its place that Chairman to instead perform such other functions and duties as may be delegated by the Board of Directors.

Section 5, Article V (The President) – President is now CEO, instead of COO. The enumerated powers of CEO formerly under the Chairman were transferred to the President, and added to the duty of the President to preside at meetings of the Board and stockholders if “Chairman” is absent.

Annex A of the Amended By-Laws

Chief Operating Officer (COO) - New provision in Amended Annex “A” on manner of election, rank and powers and duties of COO, as a position that is now separate from the President who shall instead be CEO.

Chief Financial Officer (CFO) – removal of qualification of EVP to be CFO; references to “President/COO” in CFO’s duties replaced with “President/CEO”; reference to the word “officer” under item (n) powers and duties of the CFO replaced with “offer”; and, indication of added duty of CFO to perform all other responsibilities that may be assigned by President/CEO.

Chief Marketing Officer (CMO) – reference(s) to “Chairman/CEO” in CMO’s duties replaced with “President/CEO”.

Executive Vice President (EVP) – references to “Chairman & CEO” and “President & COO” in EVP’s duties replaced with “President/CEO”.

Senior Vice President (SVP) – reference(s) to “President & COO or the Chief Executive Officer” in SVP’s duties replaced with “President/CEO”.

First Vice President (FVP) – reference to “President & COO or the Chief Executive Officer” in FVP’s duties replaced with “President/CEO”.

Division Head (DH) – reference to the word “objections” under item (d) powers and duties of the DH replaced with “objectives”.

FROM	Section 1, Article V (Designations) – officer designations enumerated, with reference to Annex “A” on powers and duties of certain officers.
	Section 4, Article V (Chairman of the Board of Directors) – qualification and main duty of Chairman, plus Chairman is CEO with therein enumerated powers and duties.
	Section 5, Article V (The President) – President as COO with therein enumerated powers and duties, apart from presiding at meetings of the Board and stockholders if “Chairman/CEO” is absent.
	Annex A of the Amended By-Laws
	Chief Operating Officer (COO) – no provision in original Annex “A”.
	Chief Financial Officer (CFO) – qualification of EVP to be CFO, and references to “President/COO” in CFO’s duties.
	Chief Marketing Officer (CMO) – reference(s) to “Chairman/CEO” in CMO’s duties.
	Executive Vice President (EVP) – references to “Chairman & CEO” and “President & COO” in EVP’s duties.
	Senior Vice President (SVP) – reference(s) to “President & COO or the Chief Executive Officer” in SVP’s duties.
	First Vice President (SVP) – reference to “President & COO or the Chief Executive Officer” in FVP’s duties.
	Division Head (DH) – reference to the word “objections” under item (d) powers and duties of the DH.



**COMPANY REGISTRATION AND MONITORING DEPARTMENT
AFFIDAVIT OF UNDERTAKING**

I, ANNA-TERESA M. GOZON-VALDES, of legal age, Filipino and with address at 515 BUENDIA AVENUE, NORTH FORBES PARK, MAKATI CITY, on oath state that:

1. I am the Corporate Secretary/Authorized Representative of GMA NETWORK, INC., a corporation duly organized and existing under Philippine laws under SEC Registration No. 0000005213, with office address at GMA NETWORK CENTER EDSA COR TIMOG AVENUE QUEZON CITY, SECOND DISTRICT, NATIONAL CAPITAL REGION (NCR);
2. The Corporation has a pending application for amendment of By-laws with the Company Registration and Monitoring Department (CRMD);
3. One of the requirements for the processing of the said application is a Monitoring Clearance issued by the Compliance Monitoring Division (CMD) of the CRMD.
4. In view of the foregoing, the Corporation undertakes to comply with the Monitoring Clearance requirement immediately and pay the assessed fines and penalties, if any;
5. Consequently, the Corporation consents to the post-evaluation of its application for amendment and shall thereby comply with whatever directive the Commission may provide. Otherwise, the approved amendment to the By-laws may be deemed cancelled and the amount paid in relation thereto shall be forfeited in favor of the Commission.
6. I am authorized by the board of directors to execute this undertaking pursuant to a resolution duly approved at the special meeting held on DECEMBER 9, 2023 via remote communication.

I declare under the penalties of perjury, that these statements have been made in good faith, verified by me and I attest to the correctness and completeness of the declaration therein.


ANNA-TERESA M. GOZON-VALDES

Corporate Secretary/Authorized Representative

SUBSCRIBED AND SWORN TO before me on this 06 FEB 2025 day of 20 in MAKATI CITY Philippines, affiant exhibiting to me her Passport No. P7535518B issued on September 7, 2021 at DFA, Manila and will expire on September 6, 2031.

Doc.No. 471
Page No. 96
Book No. 11
Series of 2025


MAXIMILIAN CHUA
Commission No. M-245
NOTARY PUBLIC FOR MAKATI CITY
Until December 31, 2025
15th Floor, Sagittarius Building
H.V. dela Costa Street, Salcedo Village
Makati City 1227
MCLE No. VII-0008473/January 7 2022
Roll of Attorney No. 57166/05-05-09
PTR No. 10469918/01-08-25/ Makati City
IBP No. 495621/ 01-02- 25/Quezon City

COVER SHEET

for Applications at COMPANY REGISTRATION AND MONITORING DEPARTMENT

Nature of Application

AMENDMENT of By-Laws

SEC Registration Number

5 2 1 3

Former Company Name

G M A N E T W O R K, I N C.

AMENDED TO:
New Company Name

G M A N E T W O R K, I N C.

Principal Office (No./Street/Barangay/City/Town)Province)

G M A N E T W O R K C E N T E R, E D S A C O R N E R
T I M O G A V E., D I L I M A N, Q U E Z O N C I T Y
ZIP CODE

COMPANY INFORMATION

Company Email Address

GMACorporateSecretary@gmanetwork.com

Company's Telephone Number/s

8982-7777

Mobile Number

09178735212

CONTACT PERSON INFORMATION

The designated person **MUST** be a Director/Trustee/Partner/Officer/Resident Agent of the Corporation

Name of Contact Person

Email Address

Telephone Number/s

Mobile Number

Atty. Maria Theresa E. De Mesa

onecorporate.secretary@bgepal.com

88163716 to 19

09175520726

Contact Person's Address

15/F Sagittarius Building, H.V. dela Costa Street, Salcedo Village, Makati City

To be accomplished by CRMD Personnel

Assigned Processor

Date

Signature

Document I.D.

Received by Corporate Filing and Records Division (CFRD)

Forwarded to:

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
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Corporate and Partnership Registration Division
Green Lane Unit
Financial Analysis and Audit Division
Licensing Unit
Compliance Monitoring Division

**DIRECTORS' CERTIFICATE OF AMENDMENT OF THE
BY-LAWS OF
GMA NETWORK, INC.**

We, the undersigned Chairman, President, Secretary and a majority of the members of the Board of Directors of **GMA NETWORK, INC.**, a corporation duly organized and existing under Philippine laws with principal address at GMA Network Center, EDSA corner Timog Avenue, Diliman do hereby certify that:

1. All the Members of the Board of Directors unanimously approved the amendments to the Corporation's By-Laws in a meeting held via remote communication on December 9, 2023, during which meeting a quorum was present. The approval was pursuant to the authority delegated to the Board of Directors by the Stockholders representing at least two-thirds of the outstanding capital stock in their meeting held on May 18, 1995, and in accordance with Article XI of the existing By-laws which states, in part, that "the power to amend, alter or repeal the By-Laws or adopt new By-Laws may be delegated to the Board of Directors in the manner provided by law and any power delegated to the Board of Directors".

2. The attached is a true and correct copy of the By-Laws of the Corporation, as amended, and embodying the following underscored amendments duly approved and adopted at the afore-stated meeting of the Board of Directors of the Corporation on December 9, 2023:

A. Section 1, Article V (Officers) - Designations

**"ARTICLE V
OFFICERS**

Section 1. Designations – The Board of Directors shall annually, at their first meeting, elect the following officers:

1. Chairman of the Board of Directors
2. Chief Executive Officer
3. President
4. Chief Operating Officer (please see Amended Annex "A" for the powers and duties of a Chief Operating Officer)
5. Chief Financial Officer (please see Amended Annex "A" for the powers and duties of a Chief Financial Officer)

6. Chief Marketing Officer (please see Amended Annex "A" for the powers and duties of a Chief Marketing Officer)
7. Executive Vice President (please see Amended Annex "A" for the powers and duties of an Executive Vice-President)
8. Senior Vice-President (please see Amended Annex "A" for the powers and duties of a Senior Vice-President)
9. First Vice-President (please see Amended Annex "A" for the powers and duties of a First Vice-President)
10. Vice-President, Senior Assistant Vice-President and Assistant Vice-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 time to time appoint such other officers and agents as it 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, March 25, 2022 and December 9, 2023)"

B. Section 4, Article V (Officers) – Chairman of the Board of Directors

"ARTICLE V
OFFICERS

xxx

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 also perform such other functions and

duties as may be delegated to him by the Board of Directors. (As amended on December 9, 2023)"

C. Section 5, Article V (Officers) – The President

"ARTICLE V
OFFICERS

xxx

Section 5. The President – The President who is elected by the Board from among their members shall be the Chief Executive Officer.

In the absence of the Chairman of the Board, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have the following powers and duties:

- (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;
- (e) 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 December 9, 2023)"

D. Annex A of the Amended By-Laws referred to in Section 1, Article V

**"AMENDED ANNEX "A" OF THE AMENDED BY-LAWS
OF**

GMA NETWORK, INC.

(As amended on December 9, 2023)

Chief Operating Officer – The Chief Operating Officer who is elected by the Board shall be an Executive Vice-President. He shall have the following powers and duties:

- (a) Assist in overseeing 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 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 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 Finance Officer – The Chief Finance Officer who is elected by the Board shall have the following powers and duties:

- (a) Assist the President/CEO on all strategic and tactical matters as they impact budget management, cost benefit analysis, forecasting needs and the securing of funding requirements;
- (b) Assist the President/CEO in identifying new business opportunities and determining cost effectiveness of new programs/products and services;
- (c) Support the President/CEO in implementing the mission of the organization and attaining its vision by identifying strategies;
- (d) Ensure the timely implementation of business/finance strategies through functional objectives;
- (e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting services;
- (f) Analyze economic trends and relevant information/data

- and identify revenue opportunities;
- (g) Enforce operational efficiencies, cost reduction, systems enhancement;
- (h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;
- (i) Oversee the finance unit of the organization and ensure that all finance and accounting-related functions are carried out efficiently;
- (j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;
- (k) Ensure that audit issues are resolved and compliance requirements are met;
- (l) Oversee the management and coordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant budgets;
- (m) Oversee the administration and financial reporting of the organization's Retirement Plan;
- (n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may offer employees and potential employees with the goal of attracting and retaining qualified individuals; and
- (o) Perform all other responsibilities that may be assigned by the President/CEO.

Chief Marketing Officer – The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:

- (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 communicate the visions and mission of the Group and ensure that these are aligned with the Company's vision and mission;

- (c) Set the overall direction of the Group and ensure that this direction supports the Company's goals/objectives;
- (d) Develop the structure of the Company's Sales and Marketing department, developing sales strategies and marketing campaign ideas and coordinating marketing efforts with the Company's financial and branding goals;
- (e) Oversee the Company's overall sales and marketing strategies;
- (f) Take lead in marketing and selling 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 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:

- (a) Assist the President/CEO set the overall direction of the Company;
- (b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;
- (c) Formulate and execute strategic plans to drive growth and support the Network's overall direction by fostering

- strong relationships and managing projects from concept development to execution;
- (d) Communicate strategic plans to all Groups/Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;
 - (e) Oversee the daily operations of the Company and ensure that people, processes and systems support the strategic direction as planned and approved;
 - (f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of success along with all the resources needed;
 - (g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;
 - (h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to manage any risks or opportunities that may hinder the growth of the business but also the full development and performance of all employees;
 - (i) Represent the Company in all engagements necessary to build & maintain strong & mutually beneficial partnerships with clients, other stakeholders;
 - (j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;
 - (k) Manage all other resources to ensure that the Office of the EVP operates efficiently;
 - (l) Keep well-informed of external competitive landscape, industry standards and 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:

- (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 Departments in supporting the Network's overall direction, and promoting its long-term business sustainability;
- (d) Communicate strategic plan to Department/Division/Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;
- (e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;
- (f) Evaluate the performance of Department/Division/Section Heads of the Group or Departments;
- (g) Oversee the daily operations of the Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as planned and approved;
- (h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;
- (i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new markets;
- (j) Manage all other resources to ensure that the Office of the SVP operates efficiently and
- (k) Performs all other responsibilities that may be assigned by the Executive Vice-President or the President/CEO.

First Vice-President- First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:

- (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 plan that leads the Department in supporting the Network's overall direction;
- (c) Sets overall direction of the Department and ensures that this direction supports the Network's goals/objectives;
- (d) Communicate strategic plan to Section/Division Heads

- of the Department and solicits ideas on the best way of implementing and realizing the plan;
- (e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;
- (f) Evaluate the performance of the Section and Division Heads of the Department;
- (g) Oversee the daily operations of the Department and ensure that people, processes and systems support the strategic direction as planned and approved;
- (h) Manage all other resources to ensure that the Office of the VP operates efficiently;
- (i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;
- (j) Perform all other responsibilities that may be assigned by the Executive Vice President or the President/CEO.

Division Head –Division Heads shall be elected by the Board and shall have the following powers and duties:

- (a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are aligned with the Corporate vision and mission;
- (b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives;
- (c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables;
- (d) Communicate operational plans and objectives to Section Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;
- (e) Guide Section Heads in formulating individual performance objectives and action plans to support Department Objectives and ensure timely implementation of approved objectives and plans;
- (f) Guide and monitor the performance objectives or direct reports ensuring that commitments are delivered on time;
- (g) Evaluate the performance of Section Heads of Divisions;


- (h) Oversee the daily operations of the Division and ensure that people, processes and systems including budgetary/logistics requirements are in place and operate efficiently;
- (i) Perform all other responsibilities that may be assigned by immediate superiors/Department Head."

IN WITNESS WHEREOF, we have hereunto set our hands this ____ day of FEB 21 2024 at MAKATI CITY, Philippines.

CERTIFIED CORRECT:


ANNA TERESA M. GOZON-VALDES
Corporate Secretary
 TIN No. 902-450-132

ATTESTED BY:

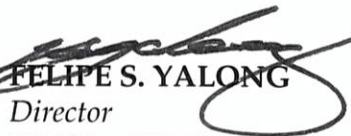

FELIPE L. GOZON
Chairman of the Board
 TIN No. 106-174-605


GILBERTO R. DUAVIT, JR.
Director
 TIN No. 158-147-748


ANNA TERESA M. GOZON-VALDES
Director
 TIN No. 902-450-132

JUDITH R. DUAVIT-VAZQUEZ
Director
 TIN No. 100-873-489


LAURA J. WESTFALL
Director
 TIN No. 160-060-394


FELIPE S. YALONG
Director
 TIN No. 102-874-052

JOEL MARCELO G. JIMENEZ
Director
 TIN No. 148-082-025

JAIME C. LAYA
Independent Director
 TIN No. 103-175-586

ARTEMIO V. PANGANIBAN
Independent Director
 TIN No. 106-197-693

REPUBLIC OF THE PHILIPPINES)
 _____) S.S.

ACKNOWLEDGMENT

BEFORE ME, the undersigned Notary Public for and in
 _____, this _____ day of _____ 2023, affiants
 personally appeared before me, exhibiting to me their valid identification
 with details as follows:

Name	Valid ID	Details
Felipe L. Gozon	Passport No. P7534976B	iss. Sept. 6, 2021/DFA Manila
Gilberto R. Duavit, Jr.	SSS #33-1841930-6	
Anna Teresa M. Gozon-Abrogar	SSS# 33-2709000	
Judith R. Duavit-Vazquez	Passport No. P6486433B,	issued on 3-15-21 /valid until 3-14-31, issued at PE, Washington
Laura J. Westfall	TIN No. 160-060-394	
Felipe S. Yalong	UMID ID No. CRN-0111-2468315-3	
Joel Marcelo G. Jimenez	SSS # 03-8631954-1	
Jaime C. Laya	TIN No. 103-175-586	
Artemio V. Panganiban	TIN No. 106-197-693	

This Directors' Certificate consists of eleven (11) pages, including the page where this Acknowledgment is written.

Doc. No. 366;
Page No. 75;
Book No. 112;
Series No. 2028

ATTY. JOEL FERRER FLORES
Notary Public for Makati City
Until December 31, 2024
Appointment No. M-115(2023-2024)
Roll of Attorney No. 77376
MCLE Compliance VIII NO. 0001393-
Jan. 03, 2023, Until Apr. 14, 2028
PTR No. 100739451 Jan. 02, 2024/Makati City
IBP No. 3307401 Jan. 02, 2024/Pasig City
1107 D Bataan St., Guadalupe Nueva, Makati City

REPUBLIC OF THE PHILIPPINES)
MAKATI CITY) S.S

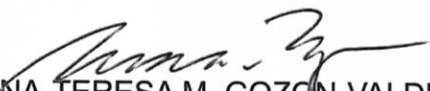
SECRETARY'S CERTIFICATE

I, ANNA-TERESA M. GOZON-VALDES, legal age, a Filipino, and resident of 515 Buendia Avenue, North Forber Park, Makati City, after having been sworn to in accordance with law hereby depose and state that:

I am the duly elected and qualified Corporate Secretary of GMA NETWORK, INC. (the "Corporation"), a corporation duly registered with the Commission and in good standing, with principal office at GMA NETWORK CENTER EDSA COR. TIMOG AVENUE, QUEZON CITY, SECOND DISTRICT, NATIONAL CAPITAL REGION (NCR).


To the best of my knowledge, from the date of approval of the amendment/s to the By-Laws of the Corporation by the Board of Directors in a meeting held on December 09, 2023 pursuant to a delegation of authority to the Board of Directors by the Stockholders in a meeting held on May 18, 1995, up to the date of filing of the application for amendment of By-Laws with the Commission, no action or proceeding has been filed or is pending before any Court involving an intra-corporate dispute and/or any claim by any person or group against the board of directors, individual directors and/or major corporate officers of the Corporation as its duly elected and/or appointed directors or officers or vice versa.

IN WITNESS WHEREOF, I hereby signed this 04 FEB 2025
20__ at MAKATI CITY.


ANNA-TERESA M. GOZON-VALDES
Corporate Secretary

SUBSCRIBED AND SWORN to before me on this 04 FEB 2025
20__ in MAKATI CITY, affiant exhibited to me her Passport No. P7535518B issued on September 7, 2021 and will expire on September 6, 2031 and issued at DFA, Manila.

Doc. No. 448
Page No. 91
Book No. II
Series of 2025.


MAXIMILIAN CHUA
Commission No. M-245
NOTARY PUBLIC FOR MAKATI CITY
Until December 31, 2025
15th Floor, Sagittarius Building
H.V. dela Costa Street, Salcedo Village
Makati City 1227
MCLE No. VII-0008473/January 7 2022
Roll of Attorney No. 57166/05-05-09
PTR No. 10469918/01-08-25/ Makati City
IBP No. 495621/ 01-02- 25/Quezon City

**AMENDED BY-LAWS
OF
GMA NETWORK, INC.**

**ARTICLE I
NAME AND SEAL**

Section 1. Name - Unless and until otherwise changed in the manner provided by law, the name of the corporation shall be "GMA NETWORK, INC." (As amended on August 4 and 9, 1995)

Section 2. Seal - The seal of the corporation shall be circular in form and shall bear the name of the corporation around the border and such other device or inscription as the Board of Directors shall determine. The Board of Directors may change the device or inscription thereon at any time and from time to time.

**ARTICLE II
PRINCIPAL AND BRANCHES OFFICES**

Section 1. Principal Office. - The principal office of the corporation shall be at the place stated under the corporation's Articles of Incorporation. (As amended on August 4 and 9, 1995 and March 25, 2022)

Section 2. Other Offices - The Board of Directors may establish branch offices of the corporation at such other places, either within or without the Philippines, as the Board of Directors may determine and direct. The stock and transfer books shall at all times be kept at the principal office of the corporation in the Philippines.

**ARTICLE III
STOCKHOLDERS**

Section 1. Place of Meeting - All meetings of stockholders shall be held in the principal office of the corporation as stated in the articles of incorporation, or if not practicable, in the city or municipality where such office is located (As amended on August 4 and 9, 1995 and March 25, 2022)

Section 2. Annual Meeting – The annual meeting of the stockholders for the election of directors and for the transaction of such other business as may come before the meeting shall be held at the principal office of the corporation, or at any place in the city where the principal office of the Company is located, or if not practicable, in the city or municipality where such office is located, on the third Wednesday of May of each year at ten o'clock in the morning. If the election of directors shall not be held on the day designated for any annual meeting or at any adjournment of such meeting, the Board of Directors shall cause the election to be held at a special meeting or soon thereafter as the same may conveniently be held. At such special meeting, the stockholders may elect the directors and transact other business as stated in the notice of the meeting with the same force and effect as at any annual meeting duly called and held. (As amended on October 11, 2005 and March 25, 2022)

Section 3. Special Meeting – A special meeting of the stockholders may be called by the Chairman of the Board at his discretion or by a majority of the members of the Board of Directors or on the demand of the stockholders holding at least 10% of the outstanding shares of the Corporation, or such number of percentage of outstanding shares as may be prescribed by law or regulation. (As amended on October 11, 2005 and March 25, 2022)

Section 3.a. – Notice of Meeting – Notice of annual meetings or special meetings of stockholders may be sent by the Corporate Secretary by personal delivery, mail, telegraph, cable or electronic transmission to each stockholder of record to his last known post office or electronic mail address or by publication in a general circulation. For annual meetings, the notice shall be sent at least twenty-one (21) days prior to the date of the meeting, unless a different period is required by law or regulation, while for special meetings, at least one (1) week written notice shall be sent to all stockholders, unless a different period is provided in the law or regulation.

The notice shall state the place, date and hour of the meeting, and the purpose for which the meeting is called. In case of special meetings, only matters stated in the notice can be the subject of motions or deliberations at such meeting.

The requirement for notice to the meeting shall be deemed waived if the stockholder, in person or by proxy, shall be present thereat.

When the meeting of stockholders is adjourned to another time or place, it shall not be necessary to give any notice of the adjourned meeting if the time and place to which the meeting is adjourned are announced at the meeting at which the adjournment is taken. At the reconvened meeting, any business may be

transacted that might have been transacted on the original date of the meeting. (As amended on October 11, 2005 and March 25, 2022)

Section 4. Quorum – The holders of a majority of the shares of the subscribed stock of the corporation outstanding, present in person or by proxy at any meeting of stockholders, shall constitute a quorum for the transaction of business, except as may otherwise specially be provided with respect to particular matters by applicable statutory provisions in force at the time of voting with respect to such matters. All provisions of these By-Laws which specify or relate to the powers of the stockholders or to action which may be taken by the stockholders at or in connection with meetings thereof shall be interpreted as referring to the holders of shares of stock of the corporation. If there is no quorum at any meeting, the stockholders present in person and by proxy at such meeting may adjourn from time to time to secure the attendance of a quorum and no notice of any such adjournment need be given.

Section 5. Proxy – Any stockholder may in writing authorize any person or corporation to vote as the proxy of such stockholder at any meeting or meetings of the corporation; provided, however, that such authorization in writing must be filed with or presented to the corporation prior to any meeting or meetings at which such proxy may act pursuant thereto and shall hold good until a written revocation of the same shall be filed with or presented to the corporation or until the same shall be superseded by another written authorization of later dates. Duly accomplished proxies must be submitted to the Office of the Corporate Secretary not later than seven (7) working days prior to the date of the stockholders' meeting. Validation of proxies shall be conducted by the Proxy Validation Committee at least five (5) working days prior to the date of the stockholders' meeting. (As amended on October 11, 2005)

Section 6. Voting – Unless otherwise provided by law, each stockholder shall at every meeting of the stockholders be entitled to one vote, in person, through remote communication, in absentia, or be represented by proxy, for each share with voting right held by such stockholder. At all meetings of the stockholders, all elections and all questions, except in cases where other provisions is made by statute, or by the Articles of Incorporation, shall be resolved by the plurality vote of stockholders present in person, through remote communication, in absentia, or represented by proxy and entitled to vote thereat, a quorum being present. Unless required by law, or demanded by a stockholder present in person, through remote communication, in absentia, or represented by proxy at any meeting, and entitled to vote thereat, the vote on any question need not be by ballot. On a vote by ballot, each ballot shall be signed by the stockholders voting, or in his name by his proxy if there by such proxy, and shall state the number of shares voted by him. (As amended on March 25, 2022)

ARTICLE IV BOARD OF DIRECTORS

Section 1. Qualification and Term of Office – The general management of the corporation shall be vested in a Board of Nine (9) directors who shall be stockholders holding at least one (1) share and who shall be elected annually by the stockholders entitled to vote to serve until the election and qualification of their successors. If any vacancy shall occur among the directors by reason of death, resignation, or for any other reason, such vacancy may be filled by the remaining directors at any meeting at which a quorum shall be present. Any such vacancy may also be filled by the stockholders entitled to vote at any meeting held during such vacancy. The stockholders entitled to vote at such meeting may also, in case of like mention, accept the resignation of any director and fill the vacancy thereby caused for the unexpired term. In case of a vacancy in the Board, the remaining directors shall continue to act, but if at any time their numbers be reduced to less than quorum, the remaining directors shall forthwith call a special meeting of the stockholders entitled to vote for the purpose of filling up such vacancy. Any director so chosen to fill the vacancy shall serve for the unexpired term only. (As amended on October 11, 2005)

No person shall qualify or be eligible for nomination or election to the Board of Directors if he is engaged in or connected with any business which competes with or is antagonistic to that of the Corporation. Without limiting the generality of the foregoing, a person shall be deemed to be so engaged or connected:

- (a) If he is an officer, manager, director, consultant, controlling person of, or the owner (either of record or beneficially) of 5% or more of any outstanding class of shares of, any other corporation or entity engaged in a business which the Board, by a majority vote, determines to be competitive or antagonistic to that of the Corporation; or
- (b) If the Board, in the exercise of its judgment in good faith, determines by a majority vote that he is the nominee of any person set forth in determining whether or not a person is a controlling person, beneficial owner, or the nominee of another, the Board may take into account such factors as business and family relationship. (As amended on April 10, 2006).

The Corporation shall have at least two (2) independent directors or at least twenty percent (20%) of the total membership of the Board of Directors, whichever is lesser, as required by law. (As amended on April 10, 2006)

(Last paragraph of Section 1 moved to 5th paragraph of Section 1.a) (As amended on May 18, 2007)

Section 1.a Nomination of Directors – The Board of Directors – The Board of Directors shall constitute a Nomination Committee consisting of at least three (3) members, one of whom shall be an independent director.

The Nomination Committee shall have the authority to promulgate and issue guidelines for the conduct of nominations.

Nominees to the Board of Directors, including independent directors, shall be submitted to the Nomination Committee for consideration by the latter prior to the annual stockholders' meeting or special meeting duly called for that purpose.

The Nomination Committee shall review the qualifications of the nominees for directors and prepare a final list of candidates.

For the proper implementation of the foregoing, all nominations to the Board of Directors shall be submitted in writing to the Nomination Committee of the Board of Directors at least thirty (30) working days before the date of the regular annual meeting of stockholders.

After such nomination process, the Nomination Committee shall prepare a Final List of Candidates containing all information about all nominees for directors, which list shall be available to the Securities and Exchange Commission and to all stockholders through the Information or Proxy Statement. The name of the person or group of persons who submitted a particular nominee's name shall be identified in such report including any relationship with the nominee.

Only nominees whose names appear on the Final List of Candidates shall be eligible for election as directors. No other nominations shall be entertained or allowed on the floor during the annual stockholders meeting. (As amended on May 18, 2007).

Section 2. Election of Directors – The directors of the Corporation shall be elected by majority vote at the annual meeting of the stockholders at which a quorum is present. At each election for directors every stockholder shall have the right to vote, in person or by proxy, the number of shares owned by him for as many persons as there are directors to be elected, or to accumulate his votes by giving one candidate as many votes as the number of such directors multiplied

by the number of his shares shall equal, or by distributing such votes at the same principle among any number of candidates. (As amended on October 11, 2005)

Subject to existing laws, rules and regulations of the Securities and Exchange Commission or any stock exchange having jurisdiction over the Company, the conduct of election of directors shall be made in accordance with the standard election procedures contained in the By-Laws.

It shall be the responsibility of the Chairman of the Meeting to inform all stockholders of the requirement of electing independent directors. The Chairman of the Meeting shall ensure that the independent directors is elected during the stockholders' meeting.

Specific slots for independent directors shall not be filled up by unqualified nominees.

In case of failure of election for independent directors, the Chairman of the Meeting shall call a separate election during the same meeting to fill up the vacancy. (As amended on May 18, 2007)

Section 3. Place of Meetings – The Board of Directors may hold its meeting in the principal office or at such other places within or without the Republic of the Philippines as the Board may from time to time determine or as shall be specified or fixed in the respective notices or waivers of notice thereof.

Section 4. Meeting of the Board – Regular meetings of the Board of Directors shall be held at such places and at such times as the Board shall from time to time by resolution determine. If any day fixed for a regular meeting shall be a legal holiday at the place where the meeting is to be held, then the meeting which would otherwise be held on that day shall be held at the same hour on the next succeeding day not a legal holiday. (As Amended on March 25, 2022)

Special meetings of the Board of Directors may be called at any time upon the request of the Chairman of the Board or President or by the person or persons calling the meeting, by advising him by word of mouth, by telephone, by telegraph, by electronic transmission of such meeting or by leaving notice of such meeting with him or at his residence or usual place of business, or by mailing it, postage prepaid and addressed to him at his residence as it appears upon the books of the corporation. Non-receipt of any such notice shall not invalidate any business done at any meeting at which a quorum is present.

Notice of regular or special meetings of directors must be sent to every director at least two days prior to the scheduled meeting, unless a different period is required by law or regulation. (As amended on March 25, 2022)

If at any meeting of the Board of Directors however called or wherever held, all of the directors at the time in the Philippines shall be present or shall before or after the Meeting waive notice of such meeting by a writing filed with the Secretary of the corporation, or after any such meeting shall consent to the holding of the meeting and all action taken thereat, then any and all action taken at such meeting shall be legal and validly taken.

Section 5. Quorum and Manner of Acting – A majority of the number of directors as fixed in the Articles of Incorporation shall constitute a quorum for the transaction of corporate business, and every decision of at least a majority of the directors present at a meeting at which there is a quorum shall be valid as a corporate act, except for the election of officers which shall require the vote of a majority of all the members of the Board. In the absence of a quorum, the directors present may adjourn any meeting from time to time until a quorum could be attained. Notice of any such adjourned meeting need not be given. (As amended on August 12, 1985)

Section 6. Powers – The Board of Directors shall have such powers and authorities as are herein by these By-Laws or by statutes of the Philippines expressly conferred upon it.

Without prejudice to the general powers hereinabove conferred, the Board of Directors shall have the following powers:

- (a) Determine the period, manner and conditions under which the Corporation shall engage in the kinds of business comprised in the primary and secondary purposes of the Articles of Incorporation.
- (b) Determine the declaration of dividends out of profits or surplus.
- (c) Submit annually to the regular general meeting of the stockholders the Balance Sheet, Profit and Loss Statement, and Annual Report on the condition of the Corporation.
- (d) Call special meetings of stockholders.
- (e) Determine the time and manner of issuance of unissued stocks of the corporation.

- (f) Institute, maintain, defend, compromise or drop any litigation in which the Corporation or its officers may be interested as plaintiff or defendant, in connection with the business of the Corporation.
- (g) Delegate, from time to time, when not prohibited by law, any of the powers of the Board, in the course of the current businesses of the Corporation to any Committee or Special Committee or to any officer of the Corporation or agent, or management agreement and/or to appoint any person to be agents of the corporation with such powers (including the power of sub-delegate), and upon such terms as may be deemed fit.

The Board of Directors may create an executive committee of three (3) members from among the members of the Board and appoint the Chairman of the said Committee. Such committee shall, except as may otherwise be provided by law or by resolution of the Board of Directors, have and exercise all powers of the Board during the intervals between meetings of the full Board. Such committee may prescribe rules for its government; its meetings may be held at such place within or outside the Philippines as it may determine or authorize, and a majority of said committee at any meeting shall constitute a quorum. Members of the Executive Committee shall receive such compensation as may be fixed by the Board for attendance at said meetings. Regular minutes of acts and proceedings of the Executive Committee shall be kept by the Corporate Secretary who shall act as the Secretary of the Executive Committee. (As amended on March 20, 1985)

Section 7. Vacancy and Removal – In case of any vacancies in the Board of Directors, the remaining members of the Board of Directors constituting a quorum, may fill the same by the affirmative vote of a majority of such remaining members for the unexpired term subject, however, to the provisions of Section 1 of Article IV.

The stockholders of the corporation may at any special meeting depose or remove from office any director or directors, including any director or directors appointed by the Board of Directors pursuant to the provisions of Section 1 of Article IV and in case of any such removal the stockholders may choose a successor or successors to hold office for the unexpired term.

Section 8. Compensation – As compensation of the directors, the Board shall receive and allocate yearly an amount of not more than Two and a Half Percent (2.5%) of the net income after income tax of the corporation during the preceding year. Of the said 2.5%, One Percent (1%) shall be allocated to the

members of the Board of Directors to be distributed share and share alike. The remaining One and Half Percent (1.5%) shall be allocated to the members of the Executive Committee to be distributed share and share alike. As approve by the stockholders representing at least a majority of the outstanding capital stock. (Amended on April 10, 2006)

Section 9. Minutes – Minutes of the meetings of the Board of Directors shall be kept and carefully preserved as a record of the business transacted at such meetings. The minutes shall contain such entries as may be required by law.

ARTICLE V OFFICERS

Section 1. Designations – The Board of Directors shall annually, at their first meeting, elect the following officers:

1. Chairman of the Board of Directors
2. Chief Executive Officer
3. President
4. Chief Operating Officer (please see Amended Annex "A" for the powers and duties of a Chief Operating Officer)
5. Chief Financial Officer (please see Amended Annex "A" for the powers and duties of a Chief Financial Officer)
6. Chief Marketing Officer (please see Amended Annex "A" for the powers and duties of a Chief Marketing Officer)
7. Executive Vice President (please see Amended Annex "A" for the powers and duties of an Executive Vice-President)
8. Senior Vice-President (please see Amended Annex "A" for the powers and duties of a Senior Vice-President)
9. First Vice-President (please see Amended Annex "A" for the powers and duties of a First Vice-President)
10. Vice-President, Senior Assistant Vice-President and Assistant Vice-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 time to time appoint such other officers and agents as it 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, March 25, 2022 and December 9, 2023)

Section 2. Compensation - The salary or compensation of all officers and agents elected or appointed by the Directors, as may be recommended by the Compensation Committee, but not mandatorily required, shall be fixed by the Board. (as amended on March 4, 2013 and March 25, 2022)

Section 3. Duties - The Board of Directors and the President may from time to time prescribe the duties and functions of the officers, agents and employees of the Company, and all officers and employee of the company shall be subject to immediate removal by the Board of Directors with or without cause.

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 also perform such other functions and duties as may be delegated to him by the Board of Directors. (As amended on December 9, 2023)

Section 5. The President - The President who is elected by the Board from among their members shall be the Chief Executive Officer.

In the absence of the Chairman of the Board, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have the following powers and duties:

- (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;
- (e) 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 December 9, 2023)

Section 6. Vice-Presidents, Senior Assistant Vice-Presidents and Assistant Vice-Presidents – Vice Presidents, Senior Assistant Vice-Presidents and Assistant Vice-Presidents shall be elected by the Board and shall have the following powers and duties:

- (a) Exercise direct supervision and control over the different departments of the Corporation that may be placed under their responsibility.
- (b) Exercise such other powers and perform such other duties as the Board of Directors, the Chairman and/or the President may from time to time fix or delegate. (As amended on March 4, 2013 and on March 25, 2022)

Section 7. Treasurer - The Treasurer shall be elected by the Board of Directors and he may not be a stockholder of the Corporation. He shall hold office at the pleasure of the Board and he shall have the following powers and duties

- (a) Have custody of, and be responsible for, all the funds, securities and bonds of the Corporation and keep a complete and accurate record of transaction in the corresponding books of account of the Corporation, and see to it that all disbursements and expenditures are evidenced by appropriate vouchers.
- (b) Deposit in the name of and to the credit of the corporation in such banks as may be designated from time to time by the Board of Directors, all of the money, funds, securities, bonds and similar valuables belonging to the Corporation which may come under his control.
- (c) To receive and give receipts for all moneys paid to the Corporation from any source whatsoever, and generally perform such other duties as may be required by the law or prescribed by the Board of Directors or the President.
- (d) Render an annual statement showing the financial condition of the Corporation on the 30th day of June of each year and such other financial reports as the Board of Directors or the President may from time to time require.

The Treasurer may delegate the duties of the office to an Assistant Treasurer with the approval of the Board of Directors.

Section 8. Corporate Secretary and the Assistant Corporate Secretary –

The Corporate Secretary and the Assistant Corporate Secretary shall be citizens and residents of the Philippines, shall be elected by the Board of Directors and they may or may not be a stockholder of the corporation. They shall hold the office at the pleasure of the Board, and they shall perform the following duties:

- (a) Keep full minutes of all meetings of the Board of Directors and of the stockholders;
- (b) Keep a stock and transfer book and the corporate seal, which he shall stamp on all documents requiring such seal of the Corporation;
- (c) Fill and countersign all the certificate of stock issued, making the corresponding annotations on the margin or stub certificates upon issuances;
- (d) Give, or cause to be given, all notices, required by law or by the By-Laws of the Corporation, as well as notice of all meetings of the Board of Directors and of the stockholders;
- (e) Perform such other duties as may be prescribed by the Board of Directors or the President. The Secretary may delegate the duties of the office to an Assistant Secretary with the approval of the Board of Directors. (As amended on March 4, 2013 and March 25, 2022)

Section 9. Vacancies and Delegation of Offices – If the office of the Chairman, President, Vice-President, Treasurer, or Secretary becomes vacant by death, resignation, or otherwise, the remaining directors, if still constituting a quorum, by a majority vote may choose a successor or successors who shall hold office for the unexpired term.

In case of temporary absence of any officer of the Corporation or for any other reason that the Board of Directors may deem sufficient, the Board of Directors may delegate the powers and duties for the time being to any other officers, provided a majority of the Board concur therein and such delegation is not covered by any express prohibition of these By-Laws.

ARTICLE VI CERTIFICATE OF STOCK

Section 1. Subject to and in accordance with the provisions of law, this corporation shall have the power from time to time to issue two or more classes of stock, and two or more series of stock of the same class, with the preferences, voting powers, restrictions, and qualifications thereof fixed as provided by law, including the power to provide that the par value of the shares of one class or of the shares of any other class or of any other series within said class. This corporation shall also have the power from time to time to reduce its capital or capital stock in accordance with the provisions of law.

Section 2. Certificate for shares of stock of the corporation shall be of such form and device as the Board of Directors shall from time to time determine but each such certificate shall plainly show its number, the date of issuance, designation, if any, and class of series of shares for which it is issued, the stockholder to whom it is issued, and also the par value of the shares covered thereby.

Section 3. Each Certificate of stock shall be sealed with the corporate seal and signed by the President or a Vice-President and also by the Secretary or by an Assistant Secretary, provided, however, that the Board of Directors may provide that stock certificate shall be sealed with only the facsimile seal of the corporation and signed with only the facsimile signature of the President or Vice-President and also the Secretary or an Assistant Secretary.

ARTICLE VII

Section 1. Transfer of shares – Transfer of shares of stock may be made by indorsement and delivery of the certificates. The indorsee shall be entitled to a new certificate upon surrendering the old one. No such transaction shall be valid, except between the parties thereto, until such new certificate shall have been obtained or the transfer shall have been recorded on the books of the corporation so as to show the date for the transfer, the names of the parties thereto, their addresses, and the number and class of the shares transferred. Upon such surrender of any certificate the same shall be cancelled.

Section 2. Closing of Transfer Books or Fixing of Record Date – For the purpose of determining the stockholders entitled to notice of, or to vote at, any meeting of stockholders or any adjournment thereof or to receive payment of any dividend, or of making a determination of stockholders for any other proper

purpose, the Board of Directors may provide that the stock and transfer books be closed for a stated period, but not to exceed, in any case, thirty five (35) days. If the stock and transfer books be closed for the purpose of determining stockholders entitled to notice of, or to vote at, a meeting of stockholders, such books shall be closed for at least twenty days (20) days immediately preceding a regular meeting, and at least seven (7) days immediately preceding a special meeting. In lieu of closing the stock and transfer books, the Board of Directors may fix in advance a date as the record date which shall in no case shall be less than twenty one (21) days prior to the date on which the particular action requiring such determination of stockholders is to be taken, except in instance where applicable rules and regulations provide otherwise. (As amended October 11, 2005 and on March 25, 2022)

Section 3. Loss or mutilation – In case of loss, mutilation, or destruction of any certificate of shares of stock of the corporation, a duplicate certificate may be issued upon such terms as the Board of Directors may prescribe, in accordance with existing laws. (As amended on March 25, 2022)

Section 4. Holder of Record – The corporation shall be entitled to treat the holder of record of any share or shares of its capital stock as the holder in fact thereof for any purpose whatsoever and shall not be bound to recognize any equitable or other claimant thereto, except as provided in Section 1 of this Article.

Section 5. Sale of Unissued Stocks – The unissued stock of the corporation may be offered for sale and sold in such quantities and at such times as the Board of Directors of the corporation may from time to time determine, and shall be sold upon such terms and conditions (not less than par) as may be determined by the Board of Directors and approved by the Securities and Exchange Commission.

Section 6. Treasury Shares – Treasury shares of the corporation shall consist of such issued and outstanding stock of the corporation as may be donated to the corporation or otherwise acquired by it, and shall be held subject to disposal by the Board of Directors or the stockholders, as the case may be. Such stock shall neither vote nor participate in dividends while held by the corporation.

ARTICLE VIII EXECUTION OF INSTRUMENTS

Section 1. All checks and other orders for the payment of money, drafts, notes, bonds, acceptances, contract, and all other instruments, except as may otherwise be provided in these by-laws, or except as may otherwise be provided by a resolution of the Board of Directors, shall be signed by the President or a

Vice-President and by the Treasurer or the Secretary. The Board of Directors may designate the person or persons to execute any such instruments on behalf of the corporation by the facsimile signature of such person or persons as may be designated by the Board of Directors or by any officers to whom such power of designation may have been delegated by the Board of Directors, and the Board of Directors may provide that any such instruments may be sealed with the facsimile seal of the corporation.

ARTICLE IX

MISCELLANEOUS PROVISION REGARDING DIRECTORS, OFFICERS AND EMPLOYEES

Section 1. In the absence of fraud, no contact or other transaction between the corporation and any other corporation and no act of the corporation, shall in any way be affected or invalidated by the fact that any of the directors of the corporation are pecuniarily or otherwise interested in or are directors or officers of, such other corporation, and any director of the corporation who is also a director or officer of such other corporation or who is so interested may be counted in determining the existence of a quorum at any meeting of the Board of Directors of the corporation which shall authorize or approve any such contract or transaction or act.

Section 2. Indemnification of directors and officers – The Company shall indemnify every director or officer, his heirs, executors and administrators against all costs and expenses reasonably incurred by such person in connection with any civil, criminal, administrative or investigative action, suit or proceeding (other than in action by the Company) to which he may be, or is, made a party by reason of his being or having been a director or officer of the Company, except in relation to matters as to which he shall be finally adjudged in such action, suit or proceeding to be liable for negligence or misconduct.

In the event of a settlement or compromise, indemnification shall be provided only in connection with such matters covered by the settlement as to which the company is advised by counsel that the person to be indemnified did not commit a breach of duty as such director or officer.

The amount payable by way of indemnity shall be determined and paid only pursuant to a resolution adopted by a majority of the members of the Board.

The costs and expenses incurred in defending the aforementioned action, suit or proceeding may be paid by the Company in advance of the final disposition of such action, suit or proceedings as authorized in the manner provided for in the preceding paragraph upon receipt of an undertaking by or on behalf of the director or officer to repay such amount, unless it shall ultimately be determined that he is entitled to be indemnified by the Company as authorized in this Section. (Amended August 12, 1985)

ARTICLE X DIVIDENDS AND FINANCES

Section 1. Dividends shall be declared only from the surplus profits of the corporation and shall be payable at such times and in such amounts as the Board of Directors shall determine, either in cash or in shares of the unissued stock of the company, or both, as said Board of Directors shall determine. No dividend which will impair the capital of the corporation shall be declared.

Section 2. All of the property of the corporation shall be liable for the just debts thereof but no holder of or subscriber for shares of the capital stock of the corporation shall as such be individually liable beyond the amount, if any, which may be due upon the share or shares of capital stock held or subscribed for by him.

ARTICLE XI AMENDMENT TO BY-LAWS

The By-Laws of the corporation may be altered, amended, added to or replaced at any meeting of the stockholders by the vote of the majority of the subscribed stock, and no notice of such proposed change in the by-laws shall be necessary prior to such meeting, and any such changes shall become operative immediately upon the same being made, provided, however, that the power to amend, alter or repeal the By-Laws or adopt new By-Laws may be delegated to the Board of Directors in the manner provided by law and any power delegated to the Board of Directors to amend or repeal any By-Laws or adopt new By-Laws shall be considered as revoked whenever a majority of the stockholders of the corporation shall so vote at a regular or special meeting.

ARTICLE XII
FISCAL YEAR

The Fiscal Year of the corporation starts on January 1st and ends on December 31st of each year.

AMENDED ANNEX "A" OF THE AMENDED BY-LAWS
OF
GMA NETWORK, INC.

(As amended on December 9, 2023)

Chief Operating Officer - The Chief Operating Officer who is elected by the Board shall be an Executive Vice-President. He shall have the following powers and duties:

- (a) Assist in overseeing 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 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 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 Finance Officer - The Chief Finance Officer who is elected by the Board shall have the following powers and duties:

- (a) Assist the President/CEO on all strategic and tactical matters as they impact budget management, cost benefit analysis, forecasting needs and the securing of funding requirements;
- (b) Assist the President/CEO in identifying new business opportunities and determining cost effectiveness of new programs/products and services;
- (c) Support the President/CEO in implementing the mission of the organization and attaining its vision by identifying strategies;
- (d) Ensure the timely implementation of business/finance strategies through functional objectives;
- (e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting services;
- (f) Analyze economic trends and relevant information/data and identify revenue opportunities;
- (g) Enforce operational efficiencies, cost reduction, systems enhancement;

- (h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;
- (i) Oversee the finance unit of the organization and ensure that all finance and accounting-related functions are carried out efficiently;
- (j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;
- (k) Ensure that audit issues are resolved and compliance requirements are met;
- (l) Oversee the management and coordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant budgets;
- (m) Oversee the administration and financial reporting of the organization's Retirement Plan;
- (n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may offer employees and potential employees with the goal of attracting and retaining qualified individuals; and
- (o) Perform all other responsibilities that may be assigned by the President/CEO.

Chief Marketing Officer - The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:

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

- (a) Assist the President/CEO set the overall direction of the Company;
- (b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;
- (c) Formulate and execute strategic plans to drive growth and support the Network's overall direction by fostering strong relationships and managing projects from concept development to execution;
- (d) Communicate strategic plans to all Groups/Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;
- (e) Oversee the daily operations of the Company and ensure that people, processes and systems support the strategic direction as planned and approved;
- (f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of success along with all the resources needed;
- (g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;
- (h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to manage any risks or opportunities that may hinder the growth of the business but also the full development and performance of all employees;

- (i) Represent the Company in all engagements necessary to build & maintain strong & mutually beneficial partnerships with clients, other stakeholders;
- (j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;
- (k) Manage all other resources to ensure that the Office of the EVP operates efficiently;
- (l) Keep well-informed of external competitive landscape, industry standards and 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:

- (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 Departments in supporting the Network's overall direction, and promoting its long-term business sustainability;
- (d) Communicate strategic plan to Department/Division/Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;
- (e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;
- (f) Evaluate the performance of Department/Division/Section Heads of the Group or Departments;
- (g) Oversee the daily operations of the Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as planned and approved;
- (h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;
- (i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new markets;
- (j) Manage all other resources to ensure that the Office of the SVP operates efficiently and
- (k) Performs all other responsibilities that may be assigned by the

Executive Vice-President or the President/CEO.

First Vice-President- First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:

- (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 plan that leads the Department in supporting the Network's overall direction;
- (c) Sets overall direction of the Department and ensures that this direction supports the Network's goals/objectives;
- (d) Communicate strategic plan to Section/Division Heads of the Department and solicits ideas on the best way of implementing and realizing the plan;
- (e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;
- (f) Evaluate the performance of the Section and Division Heads of the Department;
- (g) Oversee the daily operations of the Department and ensure that people, processes and systems support the strategic direction as planned and approved;
- (h) Manage all other resources to ensure that the Office of the VP operates efficiently;
- (i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;
- (j) Perform all other responsibilities that may be assigned by the Executive Vice President or the President/CEO.

Division Head –Division Heads shall be elected by the Board and shall have the following powers and duties:

- (a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are aligned with the Corporate vision and mission;
- (b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives;
- (c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables;
- (d) Communicate operational plans and objectives to Section Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;

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

Annex "A"

Matrix of Full Proposed Amendment of the By-Laws of GMA Network, Inc. and the Reasons Therefor			
Article/Section	From	To <i>(with corresponding amendments underscored below)</i>	Reason
ARTICLE I NAME AND SEAL			
Section 1. Name	Unless and until otherwise changed in the manner provided by law, the name of the corporation shall be "GMA NETWORK, INC." (As amended on August 4 and 9, 1995)	-No change-	
Section 2. Seal	The seal of the corporation shall be circular in form and shall bear the name of the corporation around the border and such other device or inscription as the Board of Directors shall determine. The Board of Directors may change the device or inscription thereon at any time and from time to time.	-No change-	
ARTICLE II PRINCIPAL AND BRANCHES OFFICES			

Section 1. Principal Office	The principal office of the corporation shall be at the place stated under the corporation's Articles of Incorporation. (As Amended on March 25, 2022)	-No change-	
Section 2. Other Offices	The Board of Directors may establish branch offices of the corporation at such other places, either within or without the Philippines, as the Board of Directors may determine and direct. The stock and transfer books shall at all times be kept at the principal office of the corporation in the Philippines.	-No change-	
ARTICLE III STOCKHOLDERS			
Section 1. Place of Meeting	All meetings of stockholders shall be held in the principal office of the corporation as stated in the articles of incorporation, or if not practicable, in the city or municipality where such office is located (As amended on March 25, 2022)	-No change-	

<p>Section 2. Annual Meeting</p>	<p>The annual meeting of the stockholders for the election of directors and for the transaction of such other business as may come before the meeting shall be held at the principal office of the corporation, or if not practicable, in the city or municipality where such office is located, on the third Wednesday of May of each year at ten o'clock in the morning. If the election of directors shall not be held on the day designated for any annual meeting or at any adjournment of such meeting, the Board of Directors shall cause the election to be held at a special meeting or soon thereafter as the same may conveniently be held. At such special meeting, the stockholders may elect the directors and transact other business as stated in the notice of the meeting with the same force and effect as at any annual meeting duly called and held. (As amended on</p>	<p>-No change-</p>	
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	October 11, 2005 and March 25, 2022)		
Section 3. Special Meeting	A special meeting of the stockholders may be called by the Chairman of the Board at his discretion or by a majority of the members of the Board of Directors or on the demand of the stockholders holding at least 10% of the outstanding shares of the Corporation, or such number of percentage of outstanding shares as may be prescribed by law or regulation. (as amended on October 11, 2005 and March 25, 2022)	-No change-	
Section 3.a. – Notice of Meeting	Notice of annual meetings or special meetings of stockholders may be sent by the Corporate Secretary by personal delivery, mail, telegraph, cable or electronic transmission to each stockholder of record to his last known post office or electronic mail address or by publication in a general circulation. For annual meetings, the notice shall be sent at least twenty-one (21)	-No change-	

	<p>days prior to the date of the meeting, unless a different period is required by law or regulation, while for special meetings, at least one (1) week written notice shall be sent to all stockholders, unless a different period is provided in the law or regulation.</p> <p>The notice shall state the place, date and hour of the meeting, and the purpose for which the meeting is called. In case of special meetings, only matters stated in the notice can be the subject of motions or deliberations at such meeting.</p> <p>The requirement for notice to the meeting shall be deemed waived if the stockholder, in person or by proxy, shall be present thereat.</p> <p>When the meeting of stockholders is adjourned to another time or place, it shall not be necessary to give any notice of the adjourned</p>		
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	meeting if the time and place to which the meeting is adjourned are announced at the meeting at which the adjournment is taken. At the reconvened meeting, any business may be transacted that might have been transacted on the original date of the meeting. (As amended on October 11, 2005 and March 25, 2022).		
Section 4. Quorum	The holders of a majority of the shares of the subscribed stock of the corporation outstanding, present in person or by proxy at any meeting of stockholders, shall constitute a quorum for the transaction of business, except as may otherwise specially be provided with respect to particular matters by applicable statutory provisions in force at the time of voting with respect to such matters. All provisions of these By-Laws which specify or relate to the powers of the stockholders or to action which may be taken by the	-No change-	

	<p>stockholders at or in connection with meetings thereof shall be interpreted as referring to the holders of shares of stock of the corporation. If there is no quorum at any meeting, the stockholders present in person and by proxy at such meeting may adjourn from time to time to secure the attendance of a quorum and no notice of any such adjournment need be given.</p>		
Section 5. Proxy	<p>Any stockholder may in writing authorize any person or corporation to vote as the proxy of such stockholder at any meeting or meetings of the corporation; provided, however, that such authorization in writing must be filed with or presented to the corporation prior to any meeting or meetings at which such proxy may act pursuant thereto and shall hold good until a written revocation of the same shall be filed with or presented to the corporation</p>	-No change-	

	<p>or until the same shall be superseded by another written authorization of later dates. Duly accomplished proxies must be submitted to the Office of the Corporate Secretary not later than seven (7) working days prior to the date of the stockholders' meeting. Validation of proxies shall be conducted by the Proxy Validation Committee at least five (5) working days prior to the date of the stockholders' meeting. (As amended on October 11, 2005).</p>		
<p>Section 6. Voting</p>	<p>Unless otherwise provided by law, each stockholder shall at every meeting of the stockholders be entitled to one vote, in person, through remote communication, in absentia, or be represented by proxy, for each share with voting right held by such stockholder. At all meetings of the stockholders, all elections and all questions, except in cases where other</p>	<p>-No change-</p>	

	provisions is made by statute, or by the Articles of Incorporation, shall be resolved by the plurality vote of stockholders present in person, through remote communication, in absentia, or represented or by proxy and entitled to vote thereat, a quorum being present. Unless required by law, or demanded by a stockholder present in person, through remote communication, in absentia, or represented by proxy at any meeting, and entitled to vote thereat, the vote on any question need not be by ballot. On a vote by ballot, each ballot shall be signed by the stockholders voting, or in his name by his proxy if there by such proxy, and shall state the number of shares voted by him. (As amended on March 25, 2022)		
ARTICLE IV BOARD OF DIRECTORS			
Section 1. Qualification and Term of Office	The general management of the corporation shall be vested in a Board of Nine (9) directors who shall be	-No change-	

	<p>stockholders holding at least one (1) share and who shall be elected annually by the stockholders entitled to vote to serve until the election and qualification of their successors. If any vacancy shall occur among the directors by reason of death, resignation, or for any other reason, such vacancy may be filled by the remaining directors at any meeting at which a quorum shall be present. Any such vacancy may also be filled by the stockholders entitled to vote at any meeting held during such vacancy. The stockholders entitled to vote at such meeting may also, in case of like mention, accept the resignation of any director and fill the vacancy thereby caused for the unexpired term. In case of a vacancy in the Board, the remaining directors shall continue to act, but if at any time their numbers be reduced to less than quorum, the remaining</p>		
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	<p>directors shall forthwith call a special meeting of the stockholders entitled to vote for the purpose of filling up such vacancy. Any director so chosen to fill the vacancy shall serve for the unexpired term only. (As amended on October 11, 2005)</p> <p>No person shall qualify or be eligible for nomination or election to the Board of Directors if he is engaged in or connected with any business which competes with or is antagonistic to that of the Corporation. Without limiting the generality of the foregoing, a person shall be deemed to be so engaged or connected:</p> <p>(a) If he is an office, manager, director consultant, controlling person of, or the owner (either of record or beneficially) of <u>5%</u> or more of any</p>		
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	<p>outstanding class of shares of, any other corporation or entity engaged in a business which the Board, by a majority vote, determines to be competitive or antagonistic to that of the Corporation; or</p> <p>(b) If the Board, in the exercise of its judgment in good faith, determines by a majority vote that he is the nominee of any person set forth in (a). In determining whether or not a person is a controlling person, beneficial owner, or the nominee of another, the Board may take into account such factors as business</p>		
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	<p>and family relationship. (As amended on April 10, 2006).</p> <p>The Corporation shall have at least two (2) independent directors or at least twenty percent (20%) of the total membership of the Board of Directors, whichever is lesser, as required by law. (As amended on October 11, 2005)</p> <p><i>(Last paragraph of Section 1 moved to 5th paragraph of Section 1.a) (As amended on May 18, 2007).</i></p>		
Section 1.a Nomination of Directors	<p>Section 1.a Nomination of Directors - The Board of Directors - The Board of Directors shall constitute a Nomination Committee consisting of at least three (3) members, one of whom shall be an independent director.</p> <p>The Nomination Committee shall have the authority to promulgate and issue</p>	-No change-	

	<p>guidelines for the conduct of nominations.</p> <p>Nominees to the Board of Directors, including independent directors, shall be submitted to the Nomination Committee for consideration by the latter prior to the annual stockholders' meeting or special meeting duly called for that purpose.</p> <p>The Nomination Committee shall review the qualifications of the nominees for directors and prepare a final list of candidates.</p> <p>For the proper implementation of the foregoing, all nominations to the Board of Directors shall be submitted in writing to the Nomination Committee of the Board of Directors at least thirty (30) working days before the date of the regular annual meeting of stockholders.</p>		
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	<p>After such nomination process, the Nomination Committee shall prepare a Final List of Candidates containing all information about all nominees for directors, which list shall be available to the Securities and Exchange Commission and to all stockholders through the Information or Proxy Statement. The name of the person or group of persons who submitted a particular nominee's name shall be identified in such report including any relationship with the nominee.</p> <p>Only nominees whose names appear on the Final List of Candidates shall be eligible for election as directors. No other nominations shall be entertained or allowed on the floor during the annual stockholders meeting. (As amended on May 18, 2007).</p>		
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<p>Section 2. Election of Directors</p>	<p>The directors of the Corporation shall be elected by majority vote at the annual meeting of the stockholders at which a quorum is present. At each election of directors every stockholder shall have the right to vote, in person or by proxy, the number of shares owned by him for as many persons as there are directors to be elected, or to accumulate his votes by giving one candidate as many votes as the number of such directors multiplied by the number of his shares shall equal, or by distributing such votes at the same principle among any number of candidates. (As amended on October 11, 2005)</p> <p>Subject to existing laws, rules and regulations of the Securities and Exchange Commission or any stock exchange having jurisdiction over the Company, the conduct of election of directors shall be made in</p>	<p>-No change-</p>	
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	<p>accordance with the standard election procedures contained in the By-Laws.</p> <p>It shall be the responsibility of the Chairman of the Meeting to inform all stockholders of the requirement of electing independent directors. The Chairman of the Meeting shall ensure that the independent directors is elected during the stockholders' meeting.</p> <p>Specific slots for independent directors shall not be filled up by unqualified nominees.</p> <p>In case of failure of election for independent directors, the Chairman of the Meeting shall call a separate election during the same meeting to fill up the vacancy. (As amended on May 18, 2007)</p>		
Section 3. Place of Meetings	The Board of Directors may hold its meeting in the principal office or at such other places within or without	-No change-	

	the Republic of the Philippines as the Board may from time to time determine or as shall be specified or fixed in the respective notices or waivers of notice thereof.		
Section 4. Meeting of the Board	<p>Regular meetings of the Board of Directors shall be held at such places and at such times as the Board shall from time to time by resolution determine. If any day fixed for a regular meeting shall be a legal holiday at the place where the meeting is to be held, then the meeting which would otherwise be held on that day shall be held at the same hour on the next succeeding day not a legal holiday. (Delete: Notice of regular meetings need not be given.) (As amended on March 25, 2022).</p> <p>Special meetings of the Board of Directors may be called at any time upon the request of the Chairman of the Board or President or by the person or persons calling the meeting,</p>	-No change-	

	<p>by advising him by word of mouth, by telephone, by telegraph, by electronic transmission of such meeting or by leaving notice of such meeting with him or at his residence or usual place of business, or by mailing it, postage prepaid and addressed to him at his residence as it appears upon the books of the corporation. Non-receipt of any such notice shall not invalidate any business done at any meeting at which a quorum is present.</p> <p>Notice of regular or special meetings of directors must be sent to every director at least two days prior to the scheduled meeting, unless a different period is required by law or regulation. (As Amended on March 25, 2022)</p> <p>If at any meeting of the Board of Directors however called or wherever held, all of the directors at the time in the Philippines shall be present or</p>		
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	shall before or after the Meeting waive notice of such meeting by a writing filed with the Secretary of the corporation, or after any such meeting shall consent to the holding of the meeting and all action taken thereat, then any and all action taken at such meeting shall be legal and validly taken.		
Section 5. Quorum and Manner of Acting	A majority of the number of directors as fixed in the Articles of Incorporation shall constitute a quorum for the transaction of corporate business, and every decision of at least a majority of the directors present at a meeting at which there is a quorum shall be valid as a corporate act, except for the election of officers which shall require the vote of a majority of all the members of the Board. In the absence of a quorum, the directors present may adjourn any meeting from time to time until a quorum could be attained. Notice of any such	-No change-	

	adjourned meeting need not be given. (As amended on August 12, 1985)		
Section 6. Powers	<p>The Board of Directors shall have such powers and authorities as are herein by these By-Laws or by statutes of the Philippines expressly conferred upon it.</p> <p>Without prejudice to the general powers hereinabove conferred, the Board of Directors shall have the following powers:</p> <p>(a) Determine the period, manner and conditions under which the Corporation shall engage in the kinds of business comprised in the primary and secondary purposes of the Articles of Incorporation.</p>	-No change-	

	<p>(b) Determine the declaration of dividends out of profits or surplus.</p> <p>(c) Submit annually to the regular general meeting of the stockholders the Balance Sheet, Profit and Loss Statement, and Annual Report on the condition of the Corporation.</p> <p>(d) Call special meetings of stockholders.</p> <p>(e) Determine the time and manner of issuance of unissued stocks of the corporation.</p> <p>(f) Institute, maintain, defend, compromise or drop any litigation in which the Corporation or its officers may be</p>		
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	<p>interested as plaintiff or defendant, in connection with the business of the Corporation.</p> <p>(g) Delegate, from time to time, when not prohibited by law, any of the powers of the Board, in the course of the current businesses of the Corporation to any Committee or Special Committee or to any officer of the Corporation or agent, or management agreement and/or to appoint any person to be agents of the corporation with such powers (including the power of sub-delegate), and upon such terms as may be deemed fit.</p>		
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	<p>The Board of Directors may create an executive committee of three (3) members from among the members of the Board and appoint the Chairman of the said Committee. Such committee shall, except as may otherwise be provided by law or by resolution of the Board of Directors, have and exercise all powers of the Board during the intervals between meetings of the full Board. Such committee may prescribe rules for its government; its meetings may be held at such place within or outside the Philippines as it may determine or authorize, and a majority of said committee at any meeting shall constitute a quorum. Members of the Executive Committee shall receive such compensation as may be fixed by the Board for attendance at said meetings. Regular minutes of acts and proceedings of the Executive</p>		
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	Committee shall be kept by the Corporate Secretary who shall act as the Secretary of the Executive Committee. (As amended on March 20, 1985.)		
Section 7. Vacancy and Removal	<p>In case of any vacancies in the Board of Directors, the remaining members of the Board of Directors constituting a quorum, may fill the same by the affirmative vote of a majority of such remaining members for the unexpired term subject, however, to the provisions of Section 1 of Article IV.</p> <p>The stockholders of the corporation may at any special meeting depose or remove from office any director or directors, including any director or directors appointed by the Board of Directors pursuant to the provisions of Section 1 of Article IV and in case of any such removal the stockholders may choose a</p>	-No change-	

	successor or successors to hold office for the unexpired term.		
Section 8. Compensation	As compensation of the directors, the Board shall receive and allocate yearly an amount of not more than Two and a Half Percent (2.5%) of the net income after income tax of the corporation during the preceding year. Of the said 2.5%, One Percent (1%) shall be allocated to the members of the Board of Directors to be distributed share and share alike. The remaining One and Half Percent (1.5%) shall be allocated to the members of the Executive Committee to be distributed share and share alike. As approved by the stockholders representing at least a majority of the outstanding capital stock. (Amended on April 10, 2006).	-No change-	
Section 9. Minutes	Minutes of the meetings of the Board of Directors shall be kept and carefully preserved as a record of the business	-No change-	

	transacted at such meetings. The minutes shall contain such entries as may be required by law.		
ARTICLE V OFFICERS			
Section Designations	<p>1. The Board of Directors shall annually, at their first meeting, elect the following officers:</p> <ol style="list-style-type: none"> 1. Chairman of the Board of Directors 2. Chief Executive Officer 3. President 4. Chief Operating Officer 5. Chief Financial Officer (please see Annex "A" for the powers and duties of a Chief Financial Officer) 6. Chief Marketing Officer (please see Annex "A" for the powers and duties of a Chief Financial Officer) 7. Executive Vice President (please see Annex "A" for the 	<p>The Board of Directors shall annually, at their first meeting, elect the following officers:</p> <ol style="list-style-type: none"> 1. Chairman of the Board of Directors 2. Chief Executive Officer 3. President 4. Chief Operating Officer (please see Amended Annex "A" for the powers and duties of a Chief Operating Officer) 5. Chief Financial Officer (please see Amended Annex "A" for the powers and duties of a Chief Financial Officer) 6. Chief Marketing Officer (please see Amended Annex "A" for the powers and duties of a Chief Marketing Officer) 7. Executive Vice President (please see Amended 	<p>(a) To reflect the updated designations of Chairman, President, CEO and COO, as separate officer positions in the Company, subject to further provisions in the Amended By-Laws as amended and approved; (b) to delete references to "Chairman/CEO" and "President/COO" in the relevant provisions of the Amended By-Laws; (c) to allow for the updated position of "President/CEO" in the Company; and (d) to provide for the separate powers and duties of COO in the Company</p>

	<p>powers and duties of an Executive Vice-President)</p> <p>8. Senior Vice-President (please see Annex “A” for the powers and duties of a Senior Vice-President)</p> <p>9. First Vice-President (please see Annex “A” for the powers and duties of a First Vice-President)</p> <p>10. Vice-Presidents, Senior Assistant Vice-President and Assistant Vice-President</p> <p>11. Division Head (please see Annex “A” for the powers and duties of a Division Head)</p> <p>12. Corporate Secretary and Assistant Corporate Secretary, and</p> <p>13. Treasurer.</p>	<p>Annex “A” for the powers and duties of an Executive Vice-President)</p> <p>8. Senior Vice-President (please see <u>Amended</u> Annex “A” for the powers and duties of a Senior Vice-President)</p> <p>9. First Vice-President (please see <u>Amended</u> Annex “A” for the powers and duties of a First Vice-President)</p> <p>10. Vice-President, Senior Assistant Vice-President and Assistant Vice-President</p> <p>11. Division Head (please see <u>Amended</u> Annex “A” for the powers and duties of a Division Head)</p> <p>12. Corporate Secretary and Assistant Corporate Secretary, and</p> <p>13. Treasurer.</p>	
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	<p>The Board shall also from time to time appoint such other officers and agents as it 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)</p>	<p>The Board shall also from time to time appoint such other officers and agents as it 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, March 25, 2022 and December 9, 2023)</p>	
<p>Section 2. Compensation</p>	<p>The salary or compensation of all officers and agents elected or appointed by the Directors, as may be recommended by the Compensation</p>	<p>-No change-</p>	

	Committee, but not mandatorily required, shall be fixed by the Board. (As amended on March 4, 2013 and on March 25, 2022)		
Section 3. Duties	The Board of Directors and the President may from time to time prescribe the duties and functions of the officers, agents and employees of the Company, and all officers and employee of the company shall be subject to immediate removal by the Board of Directors with or without cause.	-No change-	
Section 4. Chairman of the Board of Directors	<p>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:</p> <p>(a) Execute on behalf of the Corporation contracts and agreements which</p>	<p>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. <u>He shall also perform such other functions and duties as may be delegated to him by the Board of Directors.</u> (As amended on December 9, 2023)</p>	<p>(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</p>

	<p>the said Corporation may enter into;</p> <p>(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;</p> <p>(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;</p> <p>(d) Appoint employees below the level of Assistant Vice-</p>		
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	<p>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.)</p>		
<p>Section 5. The President</p>	<p>The President who is elected by the Board from among their members shall be the Chief Operating Officer.</p> <p>In the absence of the Chairman of the Board/CEO, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have the following powers and duties:</p> <p>(a) Oversee the day to day operations of the corporation;</p> <p>(b) As may be authorized by the Chairman/CEO or the Board of</p>	<p>The President who is elected by the Board from among their members shall be the Chief <u>Executive</u> Officer.</p> <p>In the absence of the Chairman of the Board, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have the following powers and duties:</p> <p>(a) <u>Execute on behalf of the Corporation contracts and agreements which the said Corporation may enter into;</u></p> <p>(b) <u>Sign, endorse and deliver, in</u></p>	<p>(a) To reflect the updated designation and powers and duties of the President as the CEO of the Company; (b) to delete references to "President/COO" in the relevant provisions of the Amended By-Laws</p>

	<p>Directors, execute on behalf of the Corporation contracts and agreements which the said Corporation may enter into;</p> <p>(c) 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;</p> <p>(d) Exercise such other power and perform such other duties as the Chairman/CEO or Board of Directors may from time to time fix or delegate. (As amended on</p>	<p><u>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;</u></p> <p>(c) <u>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;</u></p> <p>(d) <u>Appoint employees below the level of Assistant Vice-President;</u></p> <p>(e) <u>Exercise such other power and perform such other duties as the Board of Directors may from time to time</u></p>	
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	October 28, 2010)	<u>fix or delegate.</u> (As amended on December 9, 2023)	
Section 6. Vice-Presidents, Senior Assistant Vice-Presidents and Assistant Vice-Presidents	<p>Vice Presidents, Senior Assistant Vice-Presidents and Assistant Vice-President shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Exercise direct supervision and control over the different departments of the Corporation that may be placed under their responsibility.</p> <p>(b) Exercise such other powers and perform such other duties as the Board of Directors, the Chairman and/or the President may from time to time fix or delegate. (As amended on March 4, 2013 and on March 25, 2022)</p>	-No change-	
Section 7. Treasurer	The Treasurer shall be elected by the Board of Directors and	-No change-	

	<p>he may not be a stockholder of the Corporation. He shall hold office at the pleasure of the Board and he shall have the following powers and duties</p> <p>(a) Have custody of, and be responsible for, all the funds, securities and bonds of the Corporation and keep a complete and accurate record of transaction in the corresponding books of account of the Corporation, and see to it that all disbursements and expenditures are evidenced by appropriate vouchers.</p> <p>(b) Deposit in the name of and to the credit of the corporation in such banks as may be</p>		
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	<p>designated from time to time by the Board of Directors, all of the money, funds, securities, bonds and similar valuables belonging to the Corporation which may come under his control.</p> <p>(c) To receive and give receipts for all moneys paid to the Corporation from any source whatsoever, and generally perform such other duties as may be required by the law or prescribed by the Board of Directors or the President.</p> <p>(d) Render an annual statement showing the financial condition of the Corporation on the</p>		
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	<p>30th day of June of each year and such other financial reports as the Board of Directors or the President may from time to time require.</p> <p>The Treasurer may delegate the duties of the office to an Assistant Treasurer with the approval of the Board of Directors.</p>		
<p>Section 8. Corporate Secretary and Assistant Corporate Secretary</p>	<p>The Corporate Secretary and the Assistant Corporate Secretary shall be citizens and residents of the Philippines, shall be elected by the Board of Directors and they may or may not be a stockholder of the corporation. They shall hold the office at the pleasure of the Board, and they shall perform the following duties:</p> <p>(a) Keep full minutes of all meetings of the Board of Directors and of the stockholders;</p>	-No change-	

	<p>(b) Keep a stock and transfer book and the corporate seal, which he shall stamp on all documents requiring such seal of the Corporation;</p> <p>(c) Fill and countersign all the certificate of stock issued, making the corresponding annotations on the margin or stub certificates upon issuances;</p> <p>(d) Give, or cause to be given, all notices, required by law or by the By-Laws of the Corporation, as well as notice of all meetings of the Board of Directors and of the stockholders;</p> <p>(e) Perform such other duties as may be prescribed by the Board of Directors or</p>		
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	<p>the President. The Corporate Secretary may delegate the duties of the office to an Assistant Corporate Secretary with the approval of the Board of Directors. (As amended on March 4, 2013 and on March 25, 2022).</p>		
<p>Section 9. Vacancies and Delegation of Offices</p>	<p>If the office of the Chairman, President, Vice-President, Treasurer, or Secretary becomes vacant by death, resignation, or otherwise, the remaining directors, if still constituting a quorum, by a majority vote may choose a successor or successors who shall hold office for the unexpired term.</p> <p>In case of temporary absence of any officer of the Corporation or for any other reason that the Board of Directors may deem sufficient, the Board of Directors may delegate the</p>	-No change-	

	powers and duties for the time being to any other officers, provided a majority of the Board concur therein and such delegation is not covered by any express prohibition of these By-Laws.		
ARTICLE VI CERTIFICATE OF STOCK			
Section 1.	Subject to and in accordance with the provisions of law, this corporation shall have the power from time to time to issue two or more classes of stock, and two or more series of stock of the same class, with the preferences, voting powers, restrictions, and qualifications thereof fixed as provided by law, including the power to provide that the par value of the shares of one class or of the shares of any other class or of any other series within said class. This corporation shall also have the power from time to time to reduce its capital or capital	-No change-	

	stock in accordance with the provisions of law.		
Section 2.	Certificate for shares of stock of the corporation shall be of such form and device as the Board of Directors shall from time to time determine but each such certificate shall plainly show its number, the date of issuance, designation, if any, and class of series of shares for which it is issued, the stockholder to whom it is issued, and also the par value of the shares covered thereby.	-No change-	
Section 3.	Each Certificate of stock shall be sealed with the corporate seal and signed by the President or a Vice-President and also by the Secretary or by an Assistant Secretary, provided, however, that the Board of Directors may provide that stock certificate shall be sealed with only the facsimile seal of the corporation and signed with only the facsimile signature of the President or Vice-President and also the	-No change-	

		Secretary or an Assistant Secretary.		
ARTICLE VII				
Section Transfer shares	1.	Transfer of shares of stock may be made by indorsment and delivery of the certificates. The indorsee shall be entitled to a new certificate upon surrendering the old one. No such transaction shall be valid, except between the parties thereto, until such new certificate shall have been obtained or the transfer shall have been recorded on the books of the corporation so as to show the date for the transfer, the names of the parties thereto, their addresses, and the number and class of the shares transferred. Upon such surrender of any certificate the same shall be cancelled.	-No change-	
Section Closing Transfer Books	2.	For the purpose of determining the stockholders entitled to notice of, or to vote at, any meeting of	-No change-	

<p>or Fixing of Record Date</p>	<p>stockholders or any adjournment thereof or to receive payment of any dividend, or of making a determination of stockholders for any other proper purpose, the Board of Directors may provide that the stock and transfer books be closed for a stated period, but not to exceed, in any case, thirty five (35) days. If the stock and transfer books be closed for the purpose of determining stockholders entitled to notice of, or to vote at, a meeting of stockholders, such books shall be closed for at least twenty (20) days immediately preceding a regular meeting, and at least seven (7) days immediately preceding a special meeting. In lieu of closing the stock and transfer books, the Board of Directors may fix in advance a date as the record date which shall in no case be less than twenty-one (21) days prior to the date on which the particular action requiring such determination</p>		
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	of stockholders is to be taken, except in instance where applicable rules and regulations provide otherwise. (As amended on October 11, 2005 and March 25, 2022)		
Section 3. Loss or mutilation	In case of loss, mutilation, or destruction of any certificate of shares of stock of the corporation, a duplicate certificate may be issued upon such terms as the Board of Directors may prescribe, in accordance with existing laws.	-No change-	
Section 4. Holder of Record	The corporation shall be entitled to treat the holder of record of any share or shares of its capital stock as the holder in fact thereof for any purpose whatsoever and shall not be bound to recognize any equitable or other claimant thereto, except as provided in Section 1 of this Article.	-No change-	
Section 5. Sale of Unissued Stocks	The unissued stock of the corporation may be offered	-No change-	

	for sale and sold in such quantities and at such times as the Board of Directors of the corporation may from time to time determine, and shall be sold upon such terms and conditions (not less than par) as may be determined by the Board of Directors and approved by the Securities and Exchange Commission.		
Section 6. Treasury Shares	Treasury shares of the corporation shall consist of such issued and outstanding stock of the corporation as may be donated to the corporation or otherwise acquired by it, and shall be held subject to disposal by the Board of Directors or the stockholders, as the case may be. Such stock shall neither vote nor participate in dividends while held by the corporation.	-No change-	
ARTICLE VIII EXECUTION OF INSTRUMENTS			
Section 1.	All checks and other orders for the payment of money,	-No change-	

	<p>drafts, notes, bonds, acceptances, contract, and all other instruments, except as may otherwise be provided in these by-laws, or except as may otherwise be provided by a resolution of the Board of Directors, shall be signed by the President or a Vice-President and by the Treasurer or the Secretary. The Board of Directors may designate the person or persons to execute any such instruments on behalf of the corporation by the facsimile signature of such person or persons as may be designated by the Board of Directors or by any officers to whom such power of designation may have been delegated by the Board of Directors, and the Board of Directors may provide that any such instruments may be sealed with the facsimile seal of the corporation.</p>		
ARTICLE IX MISCELLANEOUS PROVISION REGARDING DIRECTORS, OFFICERS AND EMPLOYEES			

Section 1.	In the absence of fraud, no contact or other transaction between the corporation and any other corporation and no act of the corporation, shall in any way be affected or invalidated by the fact that any of the directors of the corporation are pecuniarily or otherwise interested in or are directors or officers of, such other corporation, and any director of the corporation who is also a director or officer of such other corporation or who is so interested may be counted in determining the existence of a quorum at any meeting of the Board of Directors of the corporation which shall authorize or approve any such contract or transaction or act.	-No change-	
Section 2. Indemnification of directors and officers	The Company shall indemnify every director or officer, his heirs, executors and administrators against all costs and expenses reasonably incurred by such	-No change-	

	<p>person in connection with any civil, criminal, administrative or investigative action, suit or proceeding (other than in action by the Company) to which he may be, or is, made a party by reason of his being or having been a director or officer of the Company, except in relation to matters as to which he shall be finally adjudged in such action, suit or proceeding to be liable for negligence or misconduct.</p> <p>In the event of a settlement or compromise, indemnification shall be provided only in connection with such matters covered by the settlement as to which the company is advised by counsel that the person to be indemnified did not commit a breach of duty as such director or officer.</p> <p>The amount payable by way of indemnity shall be determined and paid only pursuant to a resolution</p>		
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	<p>adopted by a majority of the members of the Board.</p> <p>The costs and expenses incurred in defending the aforementioned action, suit or proceeding may be paid by the Company in advance of the final disposition of such action, suit or proceedings as authorized in the manner provided for in the preceding paragraph upon receipt of an undertaking by or on behalf of the director or officer to repay such amount, unless it shall ultimately be determined that he is entitled to be indemnified by the Company as authorized in this Section. (Amended August 12, 1985)</p>		
ARTICLE X DIVIDENDS AND FINANCES			
Section 1.	Dividends shall be declared only from the surplus profits of the corporation and shall be payable at such times and in such amounts as the Board of Directors shall determine,	-No change-	

	either in cash or in shares of the unissued stock of the company, or both, as said Board of Directors shall determine. No dividend which will impair the capital of the corporation shall be declared.		
Section 2.	All of the property of the corporation shall be liable for the just debts thereof but no holder of or subscriber for shares of the capital stock of the corporation shall as such be individually liable beyond the amount, if any, which may be due upon the share or shares of capital stock held or subscribed for by him.	-No change-	
ARTICLE XI AMENDMENT TO BY-LAWS			
	The By-Laws of the corporation may be altered, amended, added to or replaced at any meeting of the stockholders by the vote of the majority of the subscribed stock, and no notice of such proposed change in the by-laws shall be necessary prior	-No change-	

	to such meeting, and any such changes shall become operative immediately upon the same being made, provided, however, that the power to amend, alter or repeal the By-Laws or adopt new By-Laws may be delegated to the Board of Directors in the manner provided by law and any power delegated to the Board of Directors to amend or repeal any By-Laws or adopt new By-Laws shall be considered as revoked whenever a majority of the stockholders of the corporation shall so vote at a regular or special meeting.		
ARTICLE XII FISCAL YEAR			
	The Fiscal Year of the corporation starts on January 1 st and ends on December 31 st of each year.	-No change-	
ANNEX A OF THE AMENDED BY-LAWS			
<u>Chief Operating Officer</u>		<u>The Chief Operating Officer who is elected by the Board shall be an Executive Vice-</u>	New provision to reflect the COO position as a separate position from President, and to

		<p><u>President. He shall have the following powers and duties:</u></p> <p>(a) <u>Assist in overseeing the day to day operations of the Company;</u></p> <p>(b) <u>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;</u></p> <p>(c) <u>As may be authorized by _____ the President/CEO or the Board of Directors, 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</u></p>	<p>harmonize with the updated position and duties of President/CEO</p>
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		<p><u>money in the name and on behalf of the Company;</u></p> <p>(d) <u>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.</u></p>	
Chief Finance Officer	<p>The Chief Finance Officer who is elected by the Board shall be the Executive Vice-President. He shall have the following powers and duties:</p> <p>(a) Assist the President/COO on all strategic and tactical matters as they impact budget management, cost benefit analysis, forecasting needs and the securing of funding requirements;</p> <p>(b) Assist the President/COO in identifying new business</p>	<p>The Chief Finance Officer who is elected by the Board shall <u>have the following powers and duties:</u></p> <p>(a) Assist the President/<u>CEO</u> on all strategic and tactical matters as they impact budget management, cost benefit analysis, forecasting needs and the securing of funding requirements;</p> <p>(b) Assist the President/<u>CEO</u> in identifying new business</p>	<p>(a) To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO, (b) to allow flexibility in the appointment/ election of the CFO in the future; i.e., in that the CFO does not necessarily have to be the/an EVP, can be an SVP, (c) to correct a typographical error under item (n), and (d) to harmonize with the responsibilities of other frontline officers, insofar as the new proposed additional responsibility of the CFO under last item (o)</p>

	<p>opportunities and determining cost effectiveness of new programs/products and services;</p> <p>(c) Support the President/COO in implementing the mission of the organization and attaining its vision by identifying strategies;</p> <p>(d) Ensure the timely implementation of business/finance strategies through functional objectives;</p> <p>(e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting services;</p> <p>(f) Analyze economic trends and relevant information/data and identify revenue opportunities;</p> <p>(g) Enforce operational</p>	<p>opportunities and determining cost effectiveness of new programs/products and services;</p> <p>(c) Support the President/<u>CEO</u> in implementing the mission of the organization and attaining its vision by identifying strategies;</p> <p>(d) Ensure the timely implementation of business/finance strategies through functional objectives;</p> <p>(e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting services;</p> <p>(f) Analyze economic trends and relevant information/data and identify revenue opportunities;</p> <p>(g) Enforce operational</p>	
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	<p>efficiencies, cost reduction, systems enhancement;</p> <p>(h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;</p> <p>(i) Oversee the finance unit of the organization and ensure that all finance and accounting-related functions are carried out efficiently;</p> <p>(j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;</p> <p>(k) Ensure that audit issues are resolved and compliance requirements are met;</p> <p>(l) Oversee the management and coordination of all</p>	<p>efficiencies, cost reduction, systems enhancement;</p> <p>(h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;</p> <p>(i) Oversee the finance unit of the organization and ensure that all finance and accounting-related functions are carried out efficiently;</p> <p>(j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;</p> <p>(k) Ensure that audit issues are resolved and compliance requirements are met;</p> <p>(l) Oversee the management and coordination of all</p>	
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	<p>fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant budgets;</p> <p>(m) Oversee the administration and financial reporting of the organization's Retirement Plan;</p> <p>(n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may offer employees and potential employees with the goal of attracting and retaining qualified individuals.</p>	<p>fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant budgets;</p> <p>(m) Oversee the administration and financial reporting of the organization's Retirement Plan;</p> <p>(n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may <u>offer</u> employees and potential employees with the goal of attracting and retaining qualified individuals; <u>and</u></p>	
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		(o) <u>Perform all other responsibilities that may be assigned by the President/CEO.</u>	
Chief Marketing Officer	<p>The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:</p> <p>(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;</p> <p>(b) Develop and communicate the visions and mission of the Group and ensure that these are aligned with the Company's</p>	<p>The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:</p> <p>(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;</p> <p>(b) Develop and communicate the visions and mission of the Group and ensure that these are aligned with the</p>	To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO

	<p>vision and mission;</p> <p>(c) Set the overall direction of the Group and ensure that this direction supports the Company's goals/objectives;</p> <p>(d) Develop the structure of the Company's Sales and Marketing department, developing sales strategies and marketing campaign ideas and coordinating marketing efforts with the Company's financial and branding goals;</p> <p>(e) Oversee the Company's overall sales and marketing strategies;</p> <p>(f) Take lead in marketing and selling the free-to-air broadcast TV, radio and digital platforms of the Company, to generate as much</p>	<p>Company's vision and mission;</p> <p>(c) Set the overall direction of the Group and ensure that this direction supports the Company's goals/objectives;</p> <p>(d) Develop the structure of the Company's Sales and Marketing department, developing sales strategies and marketing campaign ideas and coordinating marketing efforts with the Company's financial and branding goals;</p> <p>(e) Oversee the Company's overall sales and marketing strategies;</p> <p>(f) Take lead in marketing and selling the free-to-air broadcast TV, radio and digital platforms</p>	
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	<p>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;</p> <p>(g) Analyze revenue sources and provide direction on how sales and marketing could help generate the highest possible revenue for the Company;</p> <p>(h) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(i) Evaluate the performance of the Sales and Marketing Heads of the Group;</p> <p>(j) Oversee the daily operations of the Group and ensure</p>	<p>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;</p> <p>(g) Analyze revenue sources and provide direction on how sales and marketing could help generate the highest possible revenue for the Company;</p> <p>(h) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(i) Evaluate the performance of the Sales and Marketing Heads of the Group;</p> <p>(j) Oversee the daily</p>	
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	<p>that people, processes, and systems support the strategic direction as planned and approved;</p> <p>(k) Keep well-informed of the external competitive landscape, industry standards and developments, opportunities for revenue growth, and new markets; and</p> <p>(l) Perform all other responsibilities that may be assigned by the Chairman & CEO.</p>	<p>operations of the Group and ensure that people, processes, and systems support the strategic direction as planned and approved;</p> <p>(k) Keep well-informed of the external competitive landscape, industry standards and developments, opportunities for revenue growth, and new markets; and</p> <p>(l) Perform all other responsibilities that may be assigned by the <u>President/CEO</u>.</p>	
Executive Vice-President	<p>The Executive Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist the Chairman & CEO and President & COO set the overall direction of the</p>	<p>The Executive Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist the <u>President/CEO</u> set the overall direction of the Company;</p>	<p>To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO</p>

	<p>Company;</p> <p>(b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;</p> <p>(c) Formulate and execute strategic plans to drive growth and support the Network's overall direction by fostering strong relationships and managing projects from concept development to execution;</p> <p>(d) Communicate strategic plans to all Groups/Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Oversee the daily operations of the Company and ensure</p>	<p>(b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;</p> <p>(c) Formulate and execute strategic plans to drive growth and support the Network's overall direction by fostering strong relationships and managing projects from concept development to execution;</p> <p>(d) Communicate strategic plans to all Groups/Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Oversee the daily operations of the Company and ensure</p>	
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	<p>that people, processes and systems support the strategic direction as planned and approved;</p> <p>(f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of success along with all the resources needed;</p> <p>(g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;</p> <p>(h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to manage any risks or</p>	<p>that people, processes and systems support the strategic direction as planned and approved;</p> <p>(f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of success along with all the resources needed;</p> <p>(g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;</p> <p>(h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to</p>	
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	<p>opportunities that may hinder the growth of the business but also the full development and performance of all employees;</p> <p>(i) Represent the Company in all engagements necessary to build & maintain strong & mutually beneficial partnerships with clients, other stakeholders;</p> <p>(j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;</p> <p>(k) Manage all other resources to ensure that the Office of the EVP operates efficiently;</p> <p>(l) Keep well-informed of external competitive landscape, industry</p>	<p>manage any risks or opportunities that may hinder the growth of the business but also the full development and performance of all employees;</p> <p>(i) Represent the Company in all engagements necessary to build & maintain strong & mutually beneficial partnerships with clients, other stakeholders;</p> <p>(j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;</p> <p>(k) Manage all other resources to ensure that the Office of the EVP operates efficiently;</p> <p>(l) Keep well-informed of external competitive</p>	
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	standards and developments, opportunities for expansion, and new opportunities; and (m) Perform all other responsibilities that may be assigned by the Chairman & CEO and President & COO.	landscape, industry standards and developments, opportunities for expansion, and new opportunities; and (m) Perform all other responsibilities that may be assigned by the <u>President/CEO</u> .	
Senior Vice-President	<p>Senior Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(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;</p> <p>(b) Set overall direction of the Group or Departments and ensures that this direction supports the Network's</p>	<p>Senior Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(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;</p> <p>(b) Set overall direction of the Group or Departments and ensures that this direction supports the Network's</p>	To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO

	<p>goals/objectives;</p> <p>(c) Formulate strategic plan/s that leads the Group or Departments in supporting the Network's overall direction, and promoting its long-term business sustainability;</p> <p>(d) Communicate strategic plan to Department/Division /Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of Department/Division /Section Heads of the</p>	<p>goals/objectives;</p> <p>(c) Formulate strategic plan/s that leads the Group or Departments in supporting the Network's overall direction, and promoting its long-term business sustainability;</p> <p>(d) Communicate strategic plan to Department/Division /Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of Department/Division /Section Heads of</p>	
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	<p>Group or Departments;</p> <p>(g) Oversee the daily operations of the Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as planned and approved;</p> <p>(h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for</p>	<p>the Group or Departments;</p> <p>(g) Oversee the daily operations of the Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as planned and approved;</p> <p>(h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for</p>	
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	<p>expansion, and new markets;</p> <p>(j) Manage all other resources to ensure that the Office of the SVP operates efficiently and</p> <p>(k) Performs all other responsibilities that may be assigned by the Executive Vice-President, the President & COO or the Chief Executive Officer.</p>	<p>expansion, and new markets;</p> <p>(j) Manage all other resources to ensure that the Office of the SVP operates efficiently and</p> <p>(k) Performs all other responsibilities that may be assigned by the Executive Vice-President <u>or</u> the <u>President/CEO</u>.</p>	
First Vice-President	<p>First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Develop and communicate vision and mission of the Department and ensure that these are aligned with the Network's vision and mission;</p> <p>(b) Formulate strategic plan that leads the Department in</p>	<p>First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Develop and communicate vision and mission of the Department and ensure that these are aligned with the Network's vision and mission;</p> <p>(b) Formulate strategic plan that leads the Department in</p>	<p>To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO</p>

	<p>supporting the Network's overall direction;</p> <p>(c) Sets overall direction of the Department and ensures that this direction supports the Network's goals/objectives;</p> <p>(d) Communicate strategic plan to Section/Division Heads of the Department and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of the Section and Division Heads of the Department;</p> <p>(g) Oversee the daily operations of the</p>	<p>supporting the Network's overall direction;</p> <p>(c) Sets overall direction of the Department and ensures that this direction supports the Network's goals/objectives;</p> <p>(d) Communicate strategic plan to Section/Division Heads of the Department and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of the Section and Division Heads of the Department;</p> <p>(g) Oversee the daily operations of the</p>	
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	<p>Department and ensure that people, processes and systems support the strategic direction as planned and approved;</p> <p>(h) Manage all other resources to ensure that the Office of the VP operates efficiently;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;</p> <p>(j) Perform all other responsibilities that may be assigned by the Executive Vice President, the President & COO or the Chief Executive Officer.</p>	<p>Department and ensure that people, processes and systems support the strategic direction as planned and approved;</p> <p>(h) Manage all other resources to ensure that the Office of the VP operates efficiently;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;</p> <p>(j) Perform all other responsibilities that may be assigned by the Executive Vice President <u>or</u> the <u>President/CEO</u>.</p>	
Division Head	Division Heads shall be elected by the Board and shall	Division Heads shall be elected by the Board and shall have the following powers and duties:	To correct the typographical error under item (d)

	<p>have the following powers and duties:</p> <ul style="list-style-type: none"> (a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are aligned with the Corporate vision and mission; (b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives; (c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables; (d) Communicate operational plans and objections to Section 	<ul style="list-style-type: none"> (a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are aligned with the Corporate vision and mission; (b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives; (c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables; (d) Communicate operational plans and <u>objectives</u> to Section 	
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	<p>Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide Section Heads in formulating individual performance objectives and action plans to support Department Objectives and ensure timely implementation of approved objectives and plans;</p> <p>(f) Guide and monitor the performance objectives or direct reports ensuring that commitments are delivered on time;</p> <p>(g) Evaluate the performance of Section Heads of Divisions;</p> <p>(h) Oversee the daily operations of the Division and ensure that people, processes</p>	<p>Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide Section Heads in formulating individual performance objectives and action plans to support Department Objectives and ensure timely implementation of approved objectives and plans;</p> <p>(f) Guide and monitor the performance objectives or direct reports ensuring that commitments are delivered on time;</p> <p>(g) Evaluate the performance of Section Heads of Divisions;</p> <p>(h) Oversee the daily operations of the Division and ensure that people, processes</p>	
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	<p>and systems including budgetary/logistics requirements are in place and operate efficiently;</p> <p>(i) Perform all other responsibilities that may be assigned by immediate superiors/Department Head.</p>	<p>and systems including budgetary/logistics requirements are in place and operate efficiently;</p> <p>(i) Perform all other responsibilities that may be assigned by immediate superiors/Department Head.</p>	
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REPUBLIC OF THE PHILIPPINES)
MAKATI CITY) S.S.

CERTIFICATION

I, **ANNA-TERESA M. GOZON-VALDES**, Corporate Secretary of GMA Network, Inc. with SEC Identification Number 5213 and with principal office address at GMA Network Center, EDSA corner Timog Avenue, Diliman, Quezon City, state:


1. That on behalf of GMA Network, Inc., I have caused the attached Application for Amendment of By-Laws and/or Request for Clearance to File Amended By-Laws to be submitted;
2. That I read and understood its contents which are based on personal knowledge and/or authentic corporate records;
3. That GMA Network, Inc. will comply with the requirements set forth in SEC Notice dated May 12, 2021 to effect a complete and official submission of reports and/or documents through electronic mail;
4. That I am fully aware that submitted documents which require pre-evaluation and/or processing fee shall be considered complete and officially received only upon payment of such filing fee and
5. That the email account designated by the Company pursuant to SEC Memorandum Circular No. 28, s. 2020 shall be used by the company in its online submission to MSRD.

IN WITNESS WHEREOF, I have hereunto set my hand this 04th day of February 2025 at Makati City.


ANNA-TERESA M. GOZON-VALDES
Corporate Secretary

SUBSCRIBED AND SWORN to before me this 04th day of February 2025 at Makati City, affiant exhibiting to me her Social Security System Identification No. 33-2709000-4.

Doc. No. 449 ;
Page No. 91 ;
Book No. 11 ;
Series of 2025.


MAXIMILIAN CHUA
Commission No. M-245
NOTARY PUBLIC FOR MAKATI CITY
Until December 31, 2025
15th Floor, Sagittarius Building
H.V. dela Costa Street, Salcedo Village
Makati City 1227
MCLE No. VII-0008473/January 7 2022
Roll of Attorney No. 57166/05-05-09
PTR No. 10469918/01-08-25/ Makati City
IBP No. 495621/ 01-02- 25/Quezon City



REPUBLIC OF THE PHILIPPINES
SECURITIES AND EXCHANGE COMMISSION

The SEC Headquarters
7909 Makati Avenue, Salcedo Village,
Barangay Bel-Air, Makati City, 1209, Metro Manila

COMPANY REG. NO. 5213

CERTIFICATE OF FILING OF AMENDED BY-LAWS

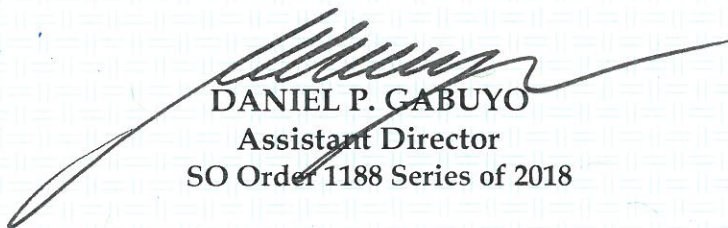
KNOW ALL PERSONS BY THESE PRESENTS:

THIS IS TO CERTIFY that the Amended By-Laws of

GMA NETWORK, INC.

copy annexed, adopted on March 25, 2022 by majority vote of the Board of Directors pursuant to the authority duly delegated to it by the stockholders owning or representing at least two thirds (2/3) of the outstanding capital stock on May 18, 1995, and certified under oath by the Corporate Secretary and majority of the said Board was approved by the Commission on this date pursuant to the provisions of Section 47 of the Revised Corporation Code of the Philippines, Republic Act No. 11232, which took effect on February 23, 2019, and copies thereof are filed with the Commission.

IN WITNESS WHEREOF, I have set my hand and caused the seal of this Commission to be affixed to this Certificate at The SEC Headquarters, 7907 Makati Avenue, Salcedo Village, Barangay Bel-Air, Makati City, 1209, Metro Manila, Philippines, this 28th day of December, Twenty Twenty Two.


DANIEL P. GABUYO
Assistant Director
SO Order 1188 Series of 2018

MGT/jkl



SEC Main Office
Ground Floor, Secretariat Building, PICC Complex, Pasay City, Metro Manila

electronic Official Receipt

Transaction Details

eOR Number	20221114-PM-0034395-87
Transaction Number	231809710402
Payment Date	November 14, 2022 05:31 PM
Payment Scheme	master-card
Status	COMPLETED
Payment Status	PAYMENT_SUCCESS

Payment Assessment Details

PAF No.	20221114-6300884
PAF Date	2022-11-14 14:28:09
Payor Name	GMA NETWORK, INC.
Payor Address	QUEZON CITY

#	Nature of Collection	Account Code	Amount
1	Amended By Laws	4020102000(606)	1,000.00
2	Documentary Stamp Tax	4010401000(4010401)	30.00
3	Legal Research Fee (A0823)	2020105000(131)	10.00
TOTAL			1,040.00

Total amount indicated herein does not include the convenience/service fee of the selected payment channel.



Machine Validation:



Republic of the Philippines

DEPARTMENT OF FINANCE
SECURITIES AND EXCHANGE COMMISSION
Secretariat Building, PICC Complex
Roxas Boulevard, Pasay City, 1307

**PAYMENT ASSESSMENT FORM**

No. 20221114-6300884

DATE 11/14/2022	RESPONSIBILITY CENTER CRMD
PAYOR: GMA NETWORK, INC. QUEZON CITY	

NATURE OF COLLECTION	QUANTITY	ACCOUNT CODE	AMOUNT
Amended By Laws		4020102000 (606)	1,000.00
Legal Research Fee (A0823)		2020105000 (131)	10.00
Documentary Stamp Tax	1	4010401000 (4010401)	30.00
----NOTHING FOLLOWS----			
TOTAL AMOUNT TO BE PAID			Php 1,040.00
Assessed by: mgaterrado		Amount in words: ONE THOUSAND FORTY PESOS AND 00/100	
Remarks:			

Payment Options

- Online payment thru SEC Payment Portal
 - <https://espaysec.sec.gov.ph>
- Over the Counter Payments
 - SEC Cashier Office
 - Selected Landbank Branches

SEC BIR Accounts - DST

SEC Clearing Account	SEC Office
3752-1002-75	Head Office / NCR
0072-1178-59	Tarlac
0222-1003-48	Baguio
0132-1123-98	Legazpi
3302-1046-88	Iloilo
3162-1098-20	Bacolod
0142-1085-85	Cebu
0192-0639-30	Zamboanga
0152-1090-08	Cagayan De Oro
0162-1090-73	Davao

SEC BTR Accounts - LRF

SEC Clearing Account	SEC Office
3402-2319-20	Head Office / Tarlac
3402-2319-38	Baguio
3402-2319-46	Legaspi
3402-2319-54	Iloilo / Bacolod
3402-2319-62	Cebu
3402-2319-70	Zamboanga
3402-2319-89	Cagayan De Oro
3402-2319-97	Davao

Breakdown Summary

FUND ACCOUNT	AMOUNT	ACCOUNT #
BIR Account - DST	30.00	see SEC BIR accounts
SEC RCC Current Account	1,000.00	3752-1001-43
BTR Account - LRF	10.00	see SEC BTR accounts
TOTAL		Php 1,040.00

Notes:

- A. This form is valid for forty-five (45) calendar days from the date of Payment Assessment Form (PAF)
- B. Accepted modes of payment at SEC Main Office, Pasay City:
1. Cash 2. Manager's/Cashier's Check 3. Postal Money Order
- C. Accepted modes of payment at selected Landbank branches:
1. Cash 2. Manager's/Cashier's Check payable to the Securities and Exchange Commission
- D. For check payment, please prepare separate checks per fund account as indicated on the breakdown summary. All checks must be payable to Securities and Exchange Commission
- E. For over the counter payment at LandBank, preparation of oncoll payment or deposit slip shall be per fund account as indicated on the breakdown summary.
If fund code is BTR, use an oncoll payment slip.
If fund code is BIR, REIT, SRC or RCC, use a regular deposit slip.
Send through email the copy of the machine-validated oncoll payment slip / deposit slip to the issuer of this PAF to confirm that payment has been made.
- F. For National Capital Region, payments are only allowed through the following Landbank Branches: EDSA Greenhills, EDSA Congressional, Araneta EO, YMCA, DOTC, Ortigas EO, Muntinlupa, and North Avenue
- G. ANY ALTERATIONS WILL INVALIDATE THIS FORM

COVER SHEET

for Applications at
COMPANY REGISTRATION AND MONITORING DEPARTMENT

Nature of Application

AMENDMENT

BY- LAWS

SEC Registration Number

5213

Former Company Name

GMA NETWORK INC.

AMENDED TO:
New Company Name

Principal Office (No./Street/Barangay/City/Town)Province)

GMA NETWORK CENTER EDSA CORNER
TIMOG AVENUE DILIMAN QUEZON
CITY

ZIP CODE

COMPANY INFORMATION

Company Email Address

Company's Telephone Number/s

Mobile Number

CONTACT PERSON INFORMATION

The designated person **MUST** be a Director/Trustee/Partner/Officer/Resident Agent of the Corporation

Name of Contact Person

Email Address

Telephone Number/s

Mobile Number

Contact Person's Address

To be accomplished by CRMD Personnel

Date

Signature

Assigned Processor

Document I.D.

Received by Corporate Filing and Records Division (CFRD)

Forwarded to:

☐
☐
☐
☐
☐

Corporate and Partnership Registration Division
Green Lane Unit
Financial Analysis and Audit Division
Licensing Unit
Compliance Monitoring Division

**AMENDED BY-LAWS
OF
GMA NETWORK, INC.**

**ARTICLE I
NAME AND SEAL**

Section 1. Name - Unless and until otherwise changed in the manner provided by law, the name of the corporation shall be "GMA NETWORK, INC." (As amended on August 4 and 9, 1995)

Section 2. Seal - The seal of the corporation shall be circular in form and shall bear the name of the corporation around the border and such other device or inscription as the Board of Directors shall determine. The Board of Directors may change the device or inscription thereon at any time and from time to time.

**ARTICLE II
PRINCIPAL AND BRANCHES OFFICES**

Section 1. Principal Office. - The principal office of the corporation shall be at the place stated under the corporation's Articles of Incorporation. (As amended on August 4 and 9, 1995 and March 25, 2022)

Section 2. Other Offices - The Board of Directors may establish branch offices of the corporation at such other places, either within or without the Philippines, as the Board of Directors may determine and direct. The stock and transfer books shall at all times be kept at the principal office of the corporation in the Philippines.

**ARTICLE III
STOCKHOLDERS**

Section 1. Place of Meeting - All meetings of stockholders shall be held in the principal office of the corporation as stated in the articles of incorporation, or if not practicable, in the city or municipality where such office is located (As amended on August 4 and 9, 1995 and March 25, 2022)

Section 2. Annual Meeting – The annual meeting of the stockholders for the election of directors and for the transaction of such other business as may come before the meeting shall be held at the principal office of the corporation, or if not practicable, in the city or municipality where such office is located, on the third Wednesday of May of each year at ten o'clock in the morning. If the election of directors shall not be held on the day designated for any annual meeting or at any adjournment of such meeting, the Board of Directors shall cause the election to be held at a special meeting or soon thereafter as the same may conveniently be held. At such special meeting, the stockholders may elect the directors and transact other business as stated in the notice of the meeting with the same force and effect as at any annual meeting duly called and held. (As amended on October 11, 2005 and March 25, 2022)

Section 3. Special Meeting – A special meeting of the stockholders may be called by the Chairman of the Board at his discretion or by a majority of the members of the Board of Directors or on the demand of the stockholders holding at least 10% of the outstanding shares of the Corporation, or such number of percentage of outstanding shares as may be prescribed by law or regulation. (As amended on October 11, 2005 and March 25, 2022)

Section 3.a. – Notice of Meeting – Notice of annual meetings or special meetings of stockholders may be sent by the Corporate Secretary by personal delivery, mail, telegraph, cable or electronic transmission to each stockholder of record to his last known post office or electronic mail address or by publication in a general circulation. For annual meetings, the notice shall be sent at least twenty-one (21) days prior to the date of the meeting, unless a different period is required by law or regulation, while for special meetings, at least one (1) week written notice shall be sent to all stockholders, unless a different period is provided in the law or regulation.

The notice shall state the place, date and hour of the meeting, and the purpose for which the meeting is called. In case of special meetings, only matters stated in the notice can be the subject of motions or deliberations at such meeting.

The requirement for notice to the meeting shall be deemed waived if the stockholder, in person or by proxy, shall be present thereat.

When the meeting of stockholders is adjourned to another time or place, it shall not be necessary to give any notice of the adjourned meeting if the time and place to which the meeting is adjourned are announced at the meeting at which the adjournment is taken. At the reconvened meeting, any business may be transacted that might have been transacted on the original date of the meeting. (As amended on October 11, 2005 and March 25, 2022)

Section 4. Quorum – The holders of a majority of the shares of the subscribed stock of the corporation outstanding, present in person or by proxy at any meeting of stockholders, shall constitute a quorum for the transaction of business, except as may otherwise specially be provided with respect to particular matters by applicable statutory provisions in force at the time of voting with respect to such matters. All provisions of these By-Laws which specify or relate to the powers of the stockholders or to action which may be taken by the stockholders at or in connection with meetings thereof shall be interpreted as referring to the holders of shares of stock of the corporation. If there is no quorum at any meeting, the stockholders present in person and by proxy at such meeting may adjourn from time to time to secure the attendance of a quorum and no notice of any such adjournment need be given.

Section 5. Proxy – Any stockholder may in writing authorize any person or corporation to vote as the proxy of such stockholder at any meeting or meetings of the corporation; provided, however, that such authorization in writing must be filed with or presented to the corporation prior to any meeting or meetings at which such proxy may act pursuant thereto and shall hold good until a written revocation of the same shall be filed with or presented to the corporation or until the same shall be superseded by another written authorization of later dates. Duly accomplished proxies must be submitted to the Office of the Corporate Secretary not later than seven (7) working days prior to the date of the stockholders' meeting. Validation of proxies shall be conducted by the Proxy Validation Committee at least five (5) working days prior to the date of the stockholders' meeting. (As amended on October 11, 2005)

Section 6. Voting – Unless otherwise provided by law, each stockholder shall at every meeting of the stockholders be entitled to one vote, in person, through remote communication, in absentia, or be represented by proxy, for each share with voting right held by such stockholder. At all meetings of the stockholders, all elections and all questions, except in cases where other provisions is made by statute, or by the Articles of Incorporation, shall be resolved by the plurality vote of stockholders present in person, through remote communication, in absentia, or represented by proxy and entitled to vote thereat, a quorum being present. Unless required by law, or demanded by a stockholder present in person, through remote communication, in absentia, or represented by proxy at any meeting, and entitled to vote thereat, the vote on any question need not be by ballot. On a vote by ballot, each ballot shall be signed by the stockholders voting, or in his name by his proxy if there by such proxy, and shall state the number of shares voted by him. (As amended on March 25, 2022)

ARTICLE IV BOARD OF DIRECTORS

Section 1. Qualification and Term of Office – The general management of the corporation shall be vested in a Board of Nine (9) directors who shall be stockholders holding at least one (1) share and who shall be elected annually by the stockholders entitled to vote to serve until the election and qualification of their successors. If any vacancy shall occur among the directors by reason of death, resignation, or for any other reason, such vacancy may be filled by the remaining directors at any meeting at which a quorum shall be present. Any such vacancy may also be filled by the stockholders entitled to vote at any meeting held during such vacancy. The stockholders entitled to vote at such meeting may also, in case of like mention, accept the resignation of any director and fill the vacancy thereby caused for the unexpired term. In case of a vacancy in the Board, the remaining directors shall continue to act, but if at any time their numbers be reduced to less than quorum, the remaining directors shall forthwith call a special meeting of the stockholders entitled to vote for the purpose of filling up such vacancy. Any director so chosen to fill the vacancy shall serve for the unexpired term only. (As amended on October 11, 2005)

No person shall qualify or be eligible for nomination or election to the Board of Directors if he is engaged in or connected with any business which competes with or is antagonistic to that of the Corporation. Without limiting the generality of the foregoing, a person shall be deemed to be so engaged or connected:

- (a) If he is an officer, manager, director consultant, controlling person of, or the owner (either of record or beneficially) of 5% or more of any outstanding class of shares of, any other corporation or entity engaged in a business which the Board, by a majority vote, determines to be competitive or antagonistic to that of the Corporation; or
- (b) If the Board, in the exercise of its judgment in good faith, determines by a majority vote that he is the nominee of any person set forth in determining whether or not a person is a controlling person, beneficial owner, or the nominee of another, the Board may take into account such factors as business and family relationship. (As amended on April 10, 2006).

The Corporation shall have at least two (2) independent directors or at least twenty percent (20%) of the total membership of the Board of Directors, whichever is lesser, as required by law. (As amended on April 10, 2006)

(Last paragraph of Section 1 moved to 5th paragraph of Section 1.a) (As amended on May 18, 2007)

Section 1.a Nomination of Directors – The Board of Directors – The Board of Directors shall constitute a Nomination Committee consisting of at least three (3) members, one of whom shall be an independent director.

The Nomination Committee shall have the authority to promulgate and issue guidelines for the conduct of nominations.

Nominees to the Board of Directors, including independent directors, shall be submitted to the Nomination Committee for consideration by the latter prior to the annual stockholders' meeting or special meeting duly called for that purpose.

The Nomination Committee shall review the qualifications of the nominees for directors and prepare a final list of candidates.

For the proper implementation of the foregoing, all nominations to the Board of Directors shall be submitted in writing to the Nomination Committee of the Board of Directors at least thirty (30) working days before the date of the regular annual meeting of stockholders.

After such nomination process, the Nomination Committee shall prepare a Final List of Candidates containing all information about all nominees for directors, which list shall be available to the Securities and Exchange Commission and to all stockholders through the Information or Proxy Statement. The name of the person or group of persons who submitted a particular nominee's name shall be identified in such report including any relationship with the nominee.

Only nominees whose names appear on the Final List of Candidates shall be eligible for election as directors. No other nominations shall be entertained or allowed on the floor during the annual stockholders meeting. (As amended on May 18, 2007).

Section 2. Election of Directors – The directors of the Corporation shall be elected by majority vote at the annual meeting of the stockholders at which a quorum is present. At each election for directors every stockholder shall have the right to vote, in person or by proxy, the number of shares owned by him for as many persons as there are directors to be elected, or to cumulate his votes by giving one candidate as many votes as the number of such directors multiplied by the number of his shares shall equal, or by distributing such votes at the same principle among any number of candidates. (As amended on October 11, 2005)

Subject to existing laws, rules and regulations of the Securities and Exchange Commission or any stock exchange having jurisdiction over the Company, the conduct of election of directors shall be made in accordance with the standard election procedures contained in the By-Laws.

It shall be the responsibility of the Chairman of the Meeting to inform all stockholders of the requirement of electing independent directors. The Chairman of the Meeting shall ensure that the independent directors is elected during the stockholders' meeting.

Specific slots for independent directors shall not be filled up by unqualified nominees.

In case of failure of election for independent directors, the Chairman of the Meeting shall call a separate election during the same meeting to fill up the vacancy. (As amended on May 18, 2007)

Section 3. Place of Meetings – The Board of Directors may hold its meeting in the principal office or at such other places within or without the Republic of the Philippines as the Board may from time to time determine or as shall be specified or fixed in the respective notices or waivers of notice thereof.

Section 4. Meeting of the Board – Regular meetings of the Board of Directors shall be held at such places and at such times as the Board shall from time to time by resolution determine. If any day fixed for a regular meeting shall be a legal holiday at the place where the meeting is to be held, then the meeting which would otherwise be held on that day shall be held at the same hour on the next succeeding day not a legal holiday. (As Amended on March 25, 2022)

Special meetings of the Board of Directors may be called at any time upon the request of the Chairman of the Board or President or by the person or persons calling the meeting, by advising him by word of mouth, by telephone, by telegraph, by electronic transmission of such meeting or by leaving notice of such meeting with him or at his residence or usual place of business, or by mailing it, postage prepaid and addressed to him at his residence as it appears upon the books of the corporation. Non-receipt of any such notice shall not invalidate any business done at any meeting at which a quorum is present.

Notice of regular or special meetings of directors must be sent to every director at least two days prior to the scheduled meeting, unless a different period is required by law or regulation. (As amended on March 25, 2022)

If at any meeting of the Board of Directors however called or wherever held, all of the directors at the time in the Philippines shall be present or shall before or after the Meeting waive notice of such meeting by a writing filed with the Secretary of the corporation, or after any such meeting shall consent to the holding of the meeting and all action taken thereat, then any and all action taken at such meeting shall be legal and validly taken.

Section 5. Quorum and Manner of Acting – A majority of the number of directors as fixed in the Articles of Incorporation shall constitute a quorum for the transaction of corporate business, and every decision of at least a majority of the directors present at a meeting at which there is a quorum shall be valid as a corporate act, except for the election of officers which shall require the vote of a majority of all the members of the Board. In the absence of a quorum, the directors present may adjourn any meeting from time to time until a quorum could be attained. Notice of any such adjourned meeting need not be given. (As amended on August 12, 1985)

Section 6. Powers – The Board of Directors shall have such powers and authorities as are herein by these By-Laws or by statutes of the Philippines expressly conferred upon it.

Without prejudice to the general powers hereinabove conferred, the Board of Directors shall have the following powers:

- (a) Determine the period, manner and conditions under which the Corporation shall engage in the kinds of business comprised in the primary and secondary purposes of the Articles of Incorporation.
- (b) Determine the declaration of dividends out of profits or surplus.
- (c) Submit annually to the regular general meeting of the stockholders the Balance Sheet, Profit and Loss Statement, and Annual Report on the condition of the Corporation.
- (d) Call special meetings of stockholders.
- (e) Determine the time and manner of issuance of unissued stocks of the corporation.
- (f) Institute, maintain, defend, compromise or drop any litigation in which the Corporation or its officers may be interested as

plaintiff or defendant, in connection with the business of the Corporation.

- (g) Delegate, from time to time, when not prohibited by law, any of the powers of the Board, in the course of the current businesses of the Corporation to any Committee or Special Committee or to any officer of the Corporation or agent, or management agreement and/or to appoint any person to be agents of the corporation with such powers (including the power of sub-delegate), and upon such terms as may be deemed fit.

The Board of Directors may create an executive committee of three (3) members from among the members of the Board and appoint the Chairman of the said Committee. Such committee shall, except as may otherwise be provided by law or by resolution of the Board of Directors, have and exercise all powers of the Board during the intervals between meetings of the full Board. Such committee may prescribe rules for its government; its meetings may be held at such place within or outside the Philippines as it may determine or authorize, and a majority of said committee at any meeting shall constitute a quorum. Members of the Executive Committee shall receive such compensation as may be fixed by the Board for attendance at said meetings. Regular minutes of acts and proceedings of the Executive Committee shall be kept by the Corporate Secretary who shall act as the Secretary of the Executive Committee. (As amended on March 20, 1985)

Section 7. Vacancy and Removal – In case of any vacancies in the Board of Directors, the remaining members of the Board of Directors constituting a quorum, may fill the same by the affirmative vote of a majority of such remaining members for the unexpired term subject, however, to the provisions of Section 1 of Article IV.

The stockholders of the corporation may at any special meeting depose or remove from office any director or directors, including any director or directors appointed by the Board of Directors pursuant to the provisions of Section 1 of Article IV and in case of any such removal the stockholders may choose a successor or successors to hold office for the unexpired term.

Section 8. Compensation – As compensation of the directors, the Board shall receive and allocate yearly an amount of not more than Two and a Half Percent (2.5%) of the net income after income tax of the corporation during the preceding year. Of the said 2.5%, One Percent (1%) shall be allocated to the members of the Board of Directors to be distributed share and share alike. The remaining One and Half Percent (1.5%) shall be allocated to the members of the Executive Committee to be distributed share and share alike. As approve by the

stockholders representing at least a majority of the outstanding capital stock.
(Amended on April 10, 2006)

Section 9. Minutes – Minutes of the meetings of the Board of Directors shall be kept and carefully preserved as a record of the business transacted at such meetings. The minutes shall contain such entries as may be required by law.

ARTICLE V OFFICERS

Section 1. Designations – The Board of Directors shall annually, at their first meeting, elect the following officers:

1. Chairman of the Board of Directors
2. Chief Executive Officer
3. President
4. Chief Operating Officer
5. Chief Financial Officer (please see Annex "A" for the powers and duties of a Chief Financial Officer)
6. Chief Marketing Officer (please see Annex "A" for the powers and duties of a Chief Marketing Officer)
7. Executive Vice President (please see Annex "A" for the powers and duties of an 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-President, 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
13. Assistant Corporate Secretary, and
14. Treasurer.

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

Section 2. Compensation - The salary or compensation of all officers and agents elected or appointed by the Directors, as may be recommended by the Compensation Committee, but not mandatorily required, shall be fixed by the Board. (as amended on March 4, 2013 and March 25, 2022)

Section 3. Duties - The Board of Directors and the President may from time to time prescribe the duties and functions of the officers, agents and employees of the Company, and all officers and employee of the company shall be subject to immediate removal by the Board of Directors with or without cause.

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:

- (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)

Section 5. The President - The President who is elected by the Board from among their members shall be the Chief Operating Officer.

In the absence of the Chairman of the Board/CEO, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have the following powers and duties:

- (a) Oversee the day to day operations of the corporation;
- (b) As may be authorized by the Chairman/CEO or the Board of Directors,

execute on behalf of the Corporation contracts and agreements which the said Corporation may enter into;

- (c) 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;
- (d) Exercise such other power and perform such other duties as the Chairman/CEO or Board of Directors may from time to time fix or delegate. (As amended on October 28, 2010)

Section 6. Vice-Presidents, Senior Assistant Vice-Presidents and Assistant Vice-Presidents – Vice Presidents, Senior Assistant Vice-Presidents and Assistant Vice-Presidents shall be elected by the Board and shall have the following powers and duties:

- (a) Exercise direct supervision and control over the different departments of the Corporation that may be placed under their responsibility.
- (b) Exercise such other powers and perform such other duties as the Board of Directors, the Chairman and/or the President may from time to time fix or delegate. (As amended on March 4, 2013 and on March 25, 2022)

Section 7. Treasurer - The Treasurer shall be elected by the Board of Directors and he may not be a stockholder of the Corporation. He shall hold office at the pleasure of the Board and he shall have the following powers and duties

- (a) Have custody of, and be responsible for, all the funds, securities and bonds of the Corporation and keep a complete and accurate record of transaction in the corresponding books of account of the Corporation, and see to it that all disbursements and expenditures are evidenced by appropriate vouchers.
- (b) Deposit in the name of and to the credit of the corporation in such banks as may be designated from time to time by the Board of Directors, all of the money, funds, securities, bonds and similar valuables belonging to the Corporation which may come under his control.
- (c) To receive and give receipts for all moneys paid to the Corporation from any source whatsoever, and generally perform such other duties as may be required by the law or prescribed by the Board of Directors or the President.
- (d) Render an annual statement showing the financial condition of the

Corporation on the 30th day of June of each year and such other financial reports as the Board of Directors or the President may from time to time require.

The Treasurer may delegate the duties of the office to an Assistant Treasurer with the approval of the Board of Directors.

Section 8. Corporate Secretary and the Assistant Corporate Secretary - The Corporate Secretary and the Assistant Corporate Secretary shall be citizens and residents of the Philippines, shall be elected by the Board of Directors and they may or may not be a stockholder of the corporation. They shall hold the office at the pleasure of the Board, and they shall perform the following duties:

- (a) Keep full minutes of all meetings of the Board of Directors and of the stockholders;
- (b) Keep a stock and transfer book and the corporate seal, which he shall stamp on all documents requiring such seal of the Corporation;
- (c) Fill and countersign all the certificate of stock issued, making the corresponding annotations on the margin or stub certificates upon issuances;
- (d) Give, or cause to be given, all notices, required by law or by the By-Laws of the Corporation, as well as notice of all meetings of the Board of Directors and of the stockholders;
- (e) Perform such other duties as may be prescribed by the Board of Directors or the President. The Corporate Secretary may delegate the duties of the office to an Assistant Corporate Secretary with the approval of the Board of Directors. (As amended on March 4, 2013 and March 25, 2022)

Section 9. Vacancies and Delegation of Offices - If the office of the Chairman, President, Vice-President, Treasurer, or Secretary becomes vacant by death, resignation, or otherwise, the remaining directors, if still constituting a quorum, by a majority vote may choose a successor or successors who shall hold office for the unexpired term.

In case of temporary absence of any officer of the Corporation or for any other reason that the Board of Directors may deem sufficient, the Board of Directors may delegate the powers and duties for the time being to any other

officers, provided a majority of the Board concur therein and such delegation is not covered by any express prohibition of these By-Laws.

ARTICLE VI CERTIFICATE OF STOCK

Section 1. Subject to and in accordance with the provisions of law, this corporation shall have the power from time to time to issue two or more classes of stock, and two or more series of stock of the same class, with the preferences, voting powers, restrictions, and qualifications thereof fixed as provided by law, including the power to provide that the par value of the shares of one class or of the shares of any other class or of any other series within said class. This corporation shall also have the power from time to time to reduce its capital or capital stock in accordance with the provisions of law.

Section 2. Certificate for shares of stock of the corporation shall be of such form and device as the Board of Directors shall from time to time determine but each such certificate shall plainly show its number, the date of issuance, designation, if any, and class of series of shares for which it is issued, the stockholder to whom it is issued, and also the par value of the shares covered thereby.

Section 3. Each Certificate of stock shall be sealed with the corporate seal and signed by the President or a Vice-President and also by the Secretary or by an Assistant Secretary, provided, however, that the Board of Directors may provide that stock certificate shall be sealed with only the facsimile seal of the corporation and signed with only the facsimile signature of the President or Vice-President and also the Secretary or an Assistant Secretary.

ARTICLE VII

Section 1. Transfer of shares – Transfer of shares of stock may be made by indorsment and delivery of the certificates. The indorsee shall be entitled to a new certificate upon surrendering the old one. No such transaction shall be valid, except between the parties thereto, until such new certificate shall have been obtained or the transfer shall have been recorded on the books of the corporation so as to show the date for the transfer, the names of the parties thereto, their addresses, and the number and class of the shares transferred. Upon such surrender of any certificate the same shall be cancelled.

Section 2. Closing of Transfer Books or Fixing of Record Date – For the purpose of determining the stockholders entitled to notice of, or to vote at, any meeting of stockholders or any adjournment thereof or to receive payment of any

dividend, or of making a determination of stockholders for any other proper purpose, the Board of Directors may provide that the stock and transfer books be closed for a stated period, but not to exceed, in any case, thirty five (35) days. If the stock and transfer books be closed for the purpose of determining stockholders entitled to notice of, or to vote at, a meeting of stockholders, such books shall be closed for at least twenty days (20) days immediately preceding a regular meeting, and at least seven (7) days immediately preceding a special meeting. In lieu of closing the stock and transfer books, the Board of Directors may fix in advance a date as the record date which shall in no case shall be less than twenty one (21) days prior to the date on which the particular action requiring such determination of stockholders is to be taken, except in instance where applicable rules and regulations provide otherwise. (As amended October 11, 2005 and on March 25, 2022)

Section 3. Loss or mutilation – In case of loss, mutilation, or destruction of any certificate of shares of stock of the corporation, a duplicate certificate may be issued upon such terms as the Board of Directors may prescribe, in accordance with existing laws. (As amended on March 25, 2022)

Section 4. Holder of Record – The corporation shall be entitled to treat the holder of record of any share or shares of its capital stock as the holder in fact thereof for any purpose whatsoever and shall not be bound to recognize any equitable or other claimant thereto, except as provided in Section 1 of this Article.

Section 5. Sale of Unissued Stocks – The unissued stock of the corporation may be offered for sale and sold in such quantities and at such times as the Board of Directors of the corporation may from time to time determine, and shall be sold upon such terms and conditions (not less than par) as may be determined by the Board of Directors and approved by the Securities and Exchange Commission.

Section 6. Treasury Shares – Treasury shares of the corporation shall consist of such issued and outstanding stock of the corporation as may be donated to the corporation or otherwise acquired by it, and shall be held subject to disposal by the Board of Directors or the stockholders, as the case may be. Such stock shall neither vote nor participate in dividends while held by the corporation.

ARTICLE VIII EXECUTION OF INSTRUMENTS

Section 1. All checks and other orders for the payment of money, drafts, notes, bonds, acceptances, contract, and all other instruments, except as may otherwise be provided in these by-laws, or except as may otherwise be provided by a resolution of the Board of Directors, shall be signed by the President or a

Vice-President and by the Treasurer or the Secretary. The Board of Directors may designate the person or persons to execute any such instruments on behalf of the corporation by the facsimile signature of such person or persons as may be designated by the Board of Directors or by any officers to whom such power of designation may have been delegated by the Board of Directors, and the Board of Directors may provide that any such instruments may be sealed with the facsimile seal of the corporation.

ARTICLE IX

MISCELLANEOUS PROVISION REGARDING DIRECTORS, OFFICERS AND EMPLOYEES

Section 1. In the absence of fraud, no contact or other transaction between the corporation and any other corporation and no act of the corporation, shall in any way be affected or invalidated by the fact that any of the directors of the corporation are pecuniarily or otherwise interested in or are directors or officers of, such other corporation, and any director of the corporation who is also a director or officer of such other corporation or who is so interested may be counted in determining the existence of a quorum at any meeting of the Board of Directors of the corporation which shall authorize or approve any such contract or transaction or act.

Section 2. Indemnification of directors and officers – The Company shall indemnify every director or officer, his heirs, executors and administrators against all costs and expenses reasonably incurred by such person in connection with any civil, criminal, administrative or investigative action, suit or proceeding (other than in action by the Company) to which he may be, or is, made a party by reason of his being or having been a director or officer of the Company, except in relation to matters as to which he shall be finally adjudged in such action, suit or proceeding to be liable for negligence or misconduct.

In the event of a settlement or compromise, indemnification shall be provided only in connection with such matters covered by the settlement as to which the company is advised by counsel that the person to be indemnified did not commit a breach of duty as such director or officer.

The amount payable by way of indemnity shall be determined and paid only pursuant to a resolution adopted by a majority of the members of the Board.

The costs and expenses incurred in defending the aforementioned action, suit or proceeding may be paid by the Company in advance of the final disposition of such action, suit or proceedings as authorized in the manner

provided for in the preceding paragraph upon receipt of an undertaking by or on behalf of the director or officer to repay such amount, unless it shall ultimately be determined that he is entitled to be indemnified by the Company as authorized in this Section. (Amended August 12, 1985)

ARTICLE X DIVIDENDS AND FINANCES

Section 1. Dividends shall be declared only from the surplus profits of the corporation and shall be payable at such times and in such amounts as the Board of Directors shall determine, either in cash or in shares of the unissued stock of the company, or both, as said Board of Directors shall determine. No dividend which will impair the capital of the corporation shall be declared.

Section 2. All of the property of the corporation shall be liable for the just debts thereof but no holder of or subscriber for shares of the capital stock of the corporation shall as such be individually liable beyond the amount, if any, which may be due upon the share or shares of capital stock held or subscribed for by him.

ARTICLE XI AMENDMENT TO BY-LAWS

The By-Laws of the corporation may be altered, amended, added to or replaced at any meeting of the stockholders by the vote of the majority of the subscribed stock, and no notice of such proposed change in the by-laws shall be necessary prior to such meeting, and any such changes shall become operative immediately upon the same being made, provided, however, that the power to amend, alter or repeal the By-Laws or adopt new By-Laws may be delegated to the Board of Directors in the manner provided by law and any power delegated to the Board of Directors to amend or repeal any By-Laws or adopt new By-Laws shall be considered as revoked whenever a majority of the stockholders of the corporation shall so vote at a regular or special meeting.

ARTICLE XII FISCAL YEAR

The Fiscal Year of the corporation starts on January 1st and ends on December 31st of each year.

The foregoing by-laws were adopted by the unanimous consent of the owners of a majority of the outstanding stock of the corporation at the first meeting of the shareholders held in the City of Manila, P.I., on the 17th day of June 1951.

IN WITNESS WHEREOF, we the undersigned shareholders present at said meeting and voting thereat in favor of the adoption of said by-laws, have hereunto subscribed our names, and we, the Chairman of the meeting and the Secretary of the same do likewise with our signature attest.

Manila, Philippines
June 17, 1950.

ATTEST:

(SGD)	(SGD)
LORETO F. DE HEMEDES-STEWARD	LORETO F. DE HEMEDES-STEWARD
Chairman	

(SGD)
LUZ F. OBAÑA
Secretary

(SGD)
LUZ F. OBAÑA

(SGD)
ROBERT STEWARD

(SGD)
LUISA F. MACLAUGHLIN

(SGD)
LOURDES FELICIANO

ANNEX "A" TO THE AMENDED BY-LAWS

Chief Finance Officer – The Chief Finance Officer who is elected by the Board shall be the Executive Vice-President. He shall have the following powers and duties:

- (a) Assist the President/COO on all strategic and tactical matters as they impact budget management, cost benefit analysis, forecasting needs and the securing of funding requirements;
- (b) Assist the President/COO in identifying new business opportunities and determining cost effectiveness of new programs/products and services;
- (c) Support the President/COO in implementing the mission of the organization and attaining its vision by identifying strategies;
- (d) Ensure the timely implementation of business/finance strategies through functional objectives;
- (e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting services;
- (f) Analyze economic trends and relevant information/data and identify revenue opportunities;
- (g) Enforce operational efficiencies, cost reduction, systems enhancement;
- (h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;
- (i) Oversee the finance unit of the organization and ensure that all finance and accounting-related functions are carried out efficiently;
- (j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;
- (k) Ensure that audit issues are resolved and compliance requirements are met;
- (l) Oversee the management and coordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant budgets;
- (m) Oversee the administration and financial reporting of the organization's Retirement Plan;
- (n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may offer employees and potential employees with the goal of attracting and retaining qualified individuals.

Chief Marketing Officer – The Chief Marketing Officer who is elected by the Board shall have the following powers and duties:

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

Executive Vice-President – The Executive Vice-President shall be elected by the Board and shall have the following powers and duties:

- (a) Assist the Chairman & CEO and President & COO set the overall direction of the Company;
- (b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;
- (c) Formulate and execute strategic plans to drive growth and support the Network's overall direction by fostering strong relationships and

managing projects from concept development to execution;

- (d) Communicate strategic plans to all Groups/ Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;
- (e) Oversee the daily operations of the Company and ensure that people, processes, and systems support the strategic direction as planned and approved;
- (f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of success along with all the resources needed;
- (g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;
- (h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to manage any risks or opportunities that may hinder the growth of the business but also the full development and performance of all employees;
- (i) Represent the company in all engagements necessary to build & maintain a strong & mutually beneficial partnerships with clients, other stakeholders;
- (j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;
- (k) Manage all other resources to ensure that the Office of the EVP operates efficiently;
- (l) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new opportunities; and
- (m) Perform all other responsibilities that may be assigned by the Chairman & CEO and/or President & COO.

Senior Vice-President – Senior Vice-Presidents shall be elected by the Board and shall have the following powers and duties:

- (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 Departments in supporting the Network's overall direction, and promoting its long-term business sustainability;
- (d) Communicate strategic plan to Department/Division/Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;
- (e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;
- (f) Evaluate the performance of Department/Division/Section Heads of the Group or Departments;
- (g) Oversee the daily operations of the Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as planned and approved;
- (h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;
- (i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new markets;
- (j) Manage all other resources to ensure 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 Officer.

First Vice-President- First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:

- (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 plan that leads the Department in supporting the Network's overall direction;
- (c) Sets overall direction of the Department and ensures that this direction supports the Network's goals/objectives;
- (d) Communicate strategic plan to Section/Division Heads of the Department and solicits ideas on the best way of implementing and realizing the plan;
- (e) Guide and monitor the performance objectives of direct reports

- ensuring that commitments are delivered on time;
- (f) Evaluate the performance of the Section and Division Heads of the Department;
- (g) Oversee the daily operations of the Department and ensure that people, processes and systems support the strategic direction as planned and approved;
- (h) Manage all other resources to ensure that the Office of the VP operates efficiently;
- (i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;
- (j) Perform all other responsibilities that may be assigned by the Executive Vice President, President & COO or the Chief Executive Officer.

Division Head –Division Heads shall be elected by the Board and shall have the following powers and duties:

- (a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are aligned with the Corporate vision and mission;
- (b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives;
- (c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables;
- (d) Communicate operational plans and objections to Section Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;
- (e) Guide Section Heads in formulating individual performance objectives and action plans to support Department Objectives and ensure timely implementation of approved objectives and plans;
- (f) Guide and monitor the performance objectives or direct reports ensuring that commitments are delivered on time;
- (g) Evaluate the performance of Section Heads of Divisions;
- (h) Oversee the daily operations of the Division and ensure that people, processes and systems including budgetary/logistics requirements are in place and operate efficiently;
- (i) Perform all other responsibilities that may be assigned by immediate superiors/Department Head.

DIRECTORS' CERTIFICATE



KNOW ALL MEN BY THESE PRESENT:

We, the undersigned, constituting a majority of the members of the Board of Directors and Corporate Secretary of GMA Network, Inc. (the "Corporation"), a corporation duly organized and existing under Philippine laws with principal address at GMA Network Center, EDSA corner Timog Avenue, Diliman do hereby certify that:

1. The Board of Directors unanimously approved the amendments to the Corporation's By-laws on 25 March 2022. The approval was pursuant to the authority delegated to the Board of Directors by the Stockholders representing at least two-thirds of the outstanding capital stock in their meeting held on May 18, 1995, and in accordance with Article XI of the existing By-laws which states, in part, that "the power to amend, alter or repeal the By-Laws or adopt new By-Laws may be delegated to the Board of Directors in the manner provided by law and any power delegated to the Board of Directors".
2. The following resolutions were approved:

"RESOLVED, AS IT IS HEREBY RESOLVED,
That, the Corporation is, as it is hereby, authorized to amend the following provisions of its By-Laws, as shown in the hereto attached Amended By-Laws:

- (1) Section 1, Article II - Principal Office
- (2) Section 1, Article III - Place of Meeting
- (3) Section 2, Article III - Annual Meeting
- (4) Section 3, Article III - Special Meeting
- (5) Section 3.a, Article III - Notice of Meeting
- (6) Section 6, Article III - Voting
- (7) Section 4, Article IV - Meetings of the Board
- (8) Section 1, Article V - Designations (Officers)
- (9) Section 2, Article V - Compensation (Officers)
- (10) Section 6, Article V - Vice Presidents
- (11) Section 8, Article V - Secretary

- (12) Section 2, Article VII - Closing of Transfer Books or Fixing of Record Date
- (13) Section 3, Article VII - Loss or mutilation

RESOLVED, that the Corporation be authorized, as it is hereby authorized to correct Section 1, Article IV - Qualification and Term of Office, Section 1.a, Article IV - Nomination of Directors, Section 2, Article IV - Election of Directors, Section 8, Article IV - Compensation (Directors) of the By-laws and reinstate the amendments on April 10, 2006 and May 18, 2007 as approved by the Securities and Exchange Commission on April 20, 2007 and on September 28, 2007, respectively;

"RESOLVED, FINALLY, That the required directors and officers of the Corporation are hereby authorized and empowered, for and behalf of the Corporation, to sign, execute, deliver and cause the submission of the Corporation's Amended By-Laws, as certified by at least a majority of the Directors and the Corporate Secretary, and any and all documents necessary to pursue the said amendment of the Corporation's By-Laws with the Securities and Exchange Commission and/or other relevant government authorities, and to do any and all acts, necessary and proper, to give the foregoing resolution(s) force and effect."


We hereby certify that the attached documents are full, complete, true and correct copies of the By-laws of the Corporation.

[Signature pages follow]

Certified Correct:


ANNA TERESA M. GOZON-VALDES
Corporate Secretary
TIN: 902-450-132

Attested by:

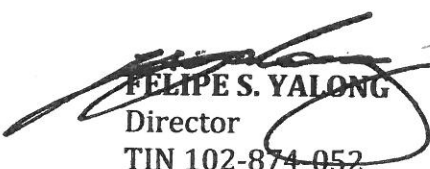

FELIPE L. GOZON
Chairman of the Board
TIN No. 106-174-605


GILBERTO R. DUAVIT, JR.
Director
TIN No. 158-147-748



ANNA TERESA M. GOZON-VALDES
Director/Corporate Secretary
TIN No. 902-450-132


JUDITH R. DUAVIT-VAZQUEZ
Director
TIN No. 100-873-489

LAURA J. WESTFALL
Director
160-060-394


FELIPE S. YALONG
Director
TIN 102-874-052


JOEL MARCELO G. JIMENEZ
Director
TIN No. 148-032-025


JAIME C. LAYA
Independent Director
TIN No. 103-175-586


ARTEMIO V. PANGANIBAN
Independent Director
TIN No. 106-197-693

REPUBLIC OF THE PHILIPPINES)

CITY OF MAKATI

) S.S.

SUBSCRIBED AND SWORN TO before me this 24 day of JUN 24 2022 at Makati City, Philippines, affiants exhibiting to me their valid identification with details as follows:

Name	Government ID/Passport	Place/Date Issued
Anna Teresa M. Gozon-Valdes	Passport No. P7535518B	DFA Manila/06 Sept. 2021
Felipe L. Gozon	Passport No. P7534976B	DFA Manila/06 Sep 2021
Gilberto R. Duavit, Jr.	Passport No. P5898410A	DFA Manila/05 Feb 2018
Felipe S. Yalong	UMID ID No. CRN-0111-2468315-3	
Joel Marcelo G. Jimenez	Driver License No. N01-039082	Valid until July 14, 2024
Jaime C. Laya	Passport No. P2436933B	DFA Manila/04 July 2019
Artemio V. Panganiban	Passport No. P0388884B	DFA Manila / 24 Jan 2019

known to me to be the same persons who executed the foregoing instrument and who acknowledged to me that the same is their free and voluntary act and deed.

This Director's Certificate consists of four (4) pages, including the page where this Acknowledgement is written.

Doc. No. 3/2;

Page No. 64;

Book No. 308;

Series of 2022.

ATTY. GEORGE DAVID D. SITON

NOTARY PUBLIC FOR MAKATI CITY

APR 11 1964 - U.S. D. C. 51, 2023

ROLL NO. 68470 / 2022-23, CIVIL SERVICE, VIH-0010136/Z-15-2022

REF ID: A61102 FILED IN: 15C MEMBER MAY 5, 2017

PIN NO.082635 JAN 05, 2012-MAYATI CITY

EXECUTIVE BLDG. CENTER MAKATI AVE., COR. JUPITER ST., MAKATI CITY

REPUBLIC OF THE PHILIPPINES)
MAKATI CITY)S.S.

SECRETARY'S CERTIFICATE

I, **ANNA TERESA M. GOZON-VALDES**, of legal age, Filipino, with office address at 15th Floor, Sagittarius Condominium, H.V. dela Costa Street, Salcedo Village, Makati City, after having been duly sworn, hereby depose and say:

1. That I am the Corporate Secretary of GMA NETWORK, INC. (the "Corporation"), a corporation duly organized and existing under and by virtue of the laws of the Republic of the Philippines with office address at GMA Network Center, EDSA Corner Timog Avenue Diliman Quezon City;

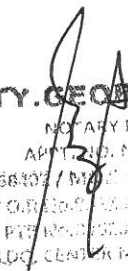
2. To the best of my knowledge, no action or proceeding has been filed or is pending before any Court involving an intra-corporate dispute and/or claim by any person or group against the Board of Directors, individual directors and/or major corporate officers of the Corporation as its duly elected and/or appointed directors or officers or vice versa.

Makati City, September 23, 2022.


ANNA TERESA M. GOZON-VALDES
Affiant

SUBSCRIBED AND SOWRN to before me this 23rd of September at Makati City, affiant exhibited to me her passport with no. P7535518B issued on September 6, 2021 by the DFA, Manila.

Doc. No. 207;
Page No. 13
Book No. 361
Series of 2022.


ATTY. GEORGE DAVID D. SITON
NOTARY PUBLIC FOR MAKATI CITY
APPOINTED: MAKATI - APPOINTED: 01, 2021
ROLL NO. 66102 / MAIL REGISTRATION NO. 18-0010136/2-15-2022
IBP OUTSIDE: 10, 2017 (SEE PRIMER MAY 5, 2017)
PTR NO. 0000000-00000, 0000-MAKATI CITY
EXECUTIVE BLDG. CORNER MAKATI AVE., COR. JUPITER ST., MAKATI CITY

CERTIFICATION

I, **ANNA TERESA M. GOZON-VALDES**, Corporate Secretary of GMA Network, Inc. with SEC Identification Number 5213 and with principal office at GMA Network Center, EDSA corner Timog Avenue, Diliman, Quezon City, state:

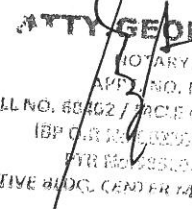
- 1.) That on behalf of GMA Network, Inc. I have caused the attached Request for Clearance to File Amended By-laws to be submitted;
- 2.) That I read and understood its contents which are based on personal knowledge and/or authentic corporate records;
- 3.) That GMA Network, Inc. will comply with the requirements set forth in SEC Notice dated May 12, 2021 to effect a complete and official submission of reports and/or documents through electronic mail;
- 4.) That I am fully aware that submitted documents which require pre-evaluation and/or processing fee shall be considered complete and officially received only upon payment of such filing fee and
- 5.) That the email account designated by the Company pursuant to SEC Memorandum Circular No. 28, s. 2020 shall be used by the company in its online submissions to MSRD.

IN WITNESS WHEREOF, I have hereunto set my hand this 23rd day of September 2022.


ANNA TERESA M. GOZON-VALDES
Affiant

SUBSCRIBED AND SWORN to before me this 23rd day of September 2022 at Makati City, affiant exhibited to me her passport with no. P7535518B issued on September 6, 2021.

Doc. No. 252;
Page No. 52;
Book No. 361;
Series of 2022.


ATTY. GEORGE DAVID D. SITON
NOTARY PUBLIC FOR MAKATI CITY
APP. NO. M-063 - UNTIL DEC. 31, 2023
ROLL NO. 68462 / PRC COMPLIANCE NO. VH-0010136/2-15-2022
IBP OR NEW EXERCISE LIFETIME MEMBER MAY 5, 2017
PFR EXERCISED JAN 03, 2022-MAKATI CITY
EXECUTIVE BLDG. CORNER MAKATI AVE., COR. JUPITER ST., MAKATI CITY



MARKETS AND SECURITIES REGULATION DEPARTMENT

October 10, 2022

GMA NETWORK, INC.
GMA Network Center
Corner Timog Avenue, Diliman Quezon City
Email: rcharles@bgpal.com

ATTENTION: MR. GILBERTO R. DUAVIT, JR.
President/COO

SUBJECT: REQUEST FOR COMMENTS/RECOMMENDATION

Gentlemen:

This is in connection with GMA Network, Inc., application for approval of the following amendments in its By-Laws:

ARTICLE		FROM	TO
Section Principal Office	1	The principal office of the corporation shall be at such place in Metro Manila, as the Board of Directors may from time to time select.	The principal office of the corporation shall be at <u>the place stated under the corporation's Articles of Incorporation.</u> (As Amended on March 25, 2022)
Section Place Meeting	1. of	All meetings of stockholders shall be held at such places in Metro Manila as the Board of Directors may fix from time to time. (As amended on August 4 and 9, 1995)	All meetings of stockholders shall be held <u>in the principal office of the corporation as stated in the articles of incorporation, or if not practicable, in the city or municipality where such office is located</u> (As amended on March 25, 2022)
Section Annual Meeting	2	The annual meeting of the stockholders for the election of directors and for the transaction of such other business as may come before the meeting shall be held at such places within Metro Manila as may be fixed by the Board of Directors and on the third Wednesday of May of each year at ten o'clock in the morning. If the election of directors shall not be held on the day designated for any annual meeting or at any adjournment of such meeting, the Board of Directors shall cause the election	The annual meeting of the stockholders for the election of directors and for the transaction of such other business as may come before the meeting shall be held at <u>the principal office of the corporation, or if not practicable, in the city or municipality where such office is located,</u> on the third Wednesday of May of each year at ten o'clock in the morning. If the election of

		to be held at a special meeting or soon thereafter as the same may conveniently be held. At such special meeting, the stockholders may elect the directors and transact other business as stated in the notice of the meeting with the same force and effect as at any annual meeting duly called and held. (As amended on October 11, 2005)	directors shall not be held on the day designated for any annual meeting or at any adjournment of such meeting, the Board of Directors shall cause the election to be held at a special meeting or soon thereafter as the same may conveniently be held. At such special meeting, the stockholders may elect the directors and transact other business as stated in the notice of the meeting with the same force and effect as at any annual meeting duly called and held. (As amended on October 11, 2005 and March 25, 2022)
Section 3. Special Meeting		A special meeting of the stockholders may be called by the Chairman of the Board at his discretion or by a majority of the members of the Board of Directors or on the demand of the stockholders holding the majority of the subscribed capital stock of the corporation. (As amended on October 11, 2005)	A special meeting of the stockholders may be called by the Chairman of the Board at his discretion or by a majority of the members of the Board of Directors or on the demand of the stockholders holding <u>at least 10% of the outstanding shares of the Corporation, or such number of percentage of outstanding shares as may be prescribed by law or regulation.</u> (as amended on October 11, 2005 and March 25, 2022)
Section 3.a. Notice of Meeting		<p>Notice for annual meetings or special meetings of stockholders may be sent by the Corporate Secretary by personal delivery, mail, telegraph or cable at least fifteen (15) working days prior to the date of the meeting to each stockholder of record at his last known post office address or by publication in a newspaper of general circulation. The notice shall state the place, date and hour of the meeting, and the purpose for which the meeting is called. In case of special meetings, only matters stated in the notice can be the subject of motions or deliberations at such meeting.</p> <p>The requirement for notice to the meeting shall be deemed waived if the stockholder, in person or by proxy, shall be present thereat.</p>	<p>Notice of annual meetings or special meetings of stockholders may be sent by the Corporate Secretary by personal delivery, mail, telegraph, cable or <u>electronic transmission</u> to each stockholder of record to his last known post office or <u>electronic mail</u> address or by publication in a general circulation. <u>For annual meetings, the notice shall be sent at least twenty-one (21) days prior to the date of the meeting, unless a different period is required by law or regulation, while for special meetings, at least one (1) week written notice shall be sent to all stockholders, unless a different period is provided in the law or regulation.</u></p>

		<p>The notice shall state the place, date and hour of the meeting, and the purpose for which the meeting is called. In case of special meetings, only matters stated in the notice can be the subject of motions or deliberations at such meeting.</p> <p>The requirement for notice to the meeting shall be deemed waived if the stockholder, in person or by proxy, shall be present thereat.</p> <p>When the meeting of stockholders is adjourned to another time or place, it shall not be necessary to give any notice of the adjourned meeting if the time and place to which the meeting is adjourned are announced at the meeting at which the adjournment is taken. At the reconvened meeting, any business may be transacted that might have been transacted on the original date of the meeting. (As amended on October 11, 2005).</p> <p>When the meeting of stockholders is adjourned to another time or place, it shall not be necessary to give any notice of the adjourned meeting if the time and place to which the meeting is adjourned are announced at the meeting at which the adjournment is taken. At the reconvened meeting, any business may be transacted that might have been transacted on the original date of the meeting. (As amended on October 11, 2005 and March 25, 2022).</p>
Section Voting	6.	<p>Unless otherwise provided by law, each stockholder shall at every meeting of the stockholders be entitled to one vote, in person or by proxy, for each share with voting right held by such stockholder. At all meetings of the stockholders, all elections and all questions, except in cases where other provisions is made by statute, or by the Articles of Incorporation, shall be resolved by the plurality vote of stockholders present in person or by proxy and entitled to vote thereat, a quorum being present. Unless required by law, or demanded by a stockholder present in person or by proxy at any meeting, and entitled to vote thereat, the vote on any question need not be by ballot. On a vote by ballot, each ballot shall be signed by the stockholders voting, or in his name by his proxy if there by such proxy, and shall state the number of shares voted by him.</p> <p>Unless otherwise provided by law, each stockholder shall at every meeting of the stockholders be entitled to one vote, in person, <u>through remote communication, in absentia, or be represented by</u> proxy, for each share with voting right held by such stockholder. At all meetings of the stockholders, all elections and all questions, except in cases where other provisions is made by statute, or by the Articles of Incorporation, shall be resolved by the plurality vote of stockholders present in person, <u>through remote communication, in absentia, or represented</u> or by proxy and entitled to vote thereat, a quorum being present. Unless required by law, or demanded by a stockholder present in person, <u>through remote communication, in absentia,</u> or represented by</p>

		proxy at any meeting, and entitled to vote thereat, the vote on any question need not be by ballot. On a vote by ballot, each ballot shall be signed by the stockholders voting, or in his name by his proxy if there by such proxy, and shall state the number of shares voted by him. (As amended on March 25, 2022)
Section 1. Qualification and Term of Office	<p>The general management of the corporation shall be vested in a Board of Nine (9) directors who shall be stockholders holding at least one (1) share and who shall be elected annually by the stockholders entitled to vote to serve until the election and qualification of their successors. If any vacancy shall occur among the directors by reason of death, resignation, or for any other reason, such vacancy may be filled by the remaining directors at any meeting at which a quorum shall be present. Any such vacancy may also be filled by the stockholders entitled to vote at any meeting held during such vacancy. The stockholders entitled to vote at such meeting may also, in case of like mention, accept the resignation of any director and fill the vacancy thereby caused for the unexpired term. In case of a vacancy in the Board, the remaining directors shall continue to act, but if at any time their numbers be reduced to less than quorum, the remaining directors shall forthwith call a special meeting of the stockholders entitled to vote for the purpose of filling up such vacancy. Any director so chosen to fill the vacancy shall serve for the unexpired term only. (As amended on October 11, 2005)</p> <p>No person shall qualify or be eligible for nomination or election to the Board of Directors if he is engaged in or connected with any business which competes with or is antagonistic to that of the Corporation. Without limiting the generality of the foregoing, a person shall be deemed to be so engaged or connected:</p>	<p>No change to the first paragraph</p> <p><i>For correction/re-instatement of the latest second paragraph (a) previously approved by the SEC:</i></p>

	<p>(a) If he is an office, manager, director consultant, controlling person of, or the owner (either of record or beneficially) of <u>10%</u> or more of any outstanding class of shares of, any other corporation or entity engaged in a business which the Board, by a majority vote, determines to be competitive or antagonistic to that of the Corporation; or</p> <p>(b) If the Board, in the exercise of its judgment in good faith, determines by a majority vote that he is the nominee of any person set forth in (a). In determining whether or not a person is a controlling person, beneficial owner, or the nominee of another, the Board may take into account such factors as business and family relationship. (As amended on April 10, 2006).</p> <p>The Corporation shall have at least two (2) independent directors or at least twenty percent (20%) of the total membership of the Board of Directors, whichever is lesser, as required by law. (As amended on October 11, 2005)</p> <p><i>(Last paragraph of Section 1 moved to 5th paragraph of Section 1.a) (As amended on May 18, 2007).</i></p>	<p>(a) If he is an office, manager, director consultant, controlling person of, or the owner (either of record or beneficially) of <u>5%</u> or more of any outstanding class of shares of, any other corporation or entity engaged in a business which the Board, by a majority vote, determines to be competitive or antagonistic to that of the Corporation; xxx</p>
Section 1.a Nomination of Directors		<p><i>For correction/re-instatement of the following Section 1.a previously approved by the SEC in the By-laws:</i></p> <p>Section 1.a Nomination of Directors - The Board of Directors – The Board of Directors shall constitute a Nomination Committee consisting of at least three (3) members, one of whom shall be an independent director.</p> <p>The Nomination Committee shall have the authority to promulgate and issue guidelines for the conduct of nominations.</p> <p>Nominees to the Board of Directors, including independent</p>

		<p>directors, shall be submitted to the Nomination Committee for consideration by the latter prior to the annual stockholders' meeting or special meeting duly called for that purpose.</p> <p>The Nomination Committee shall review the qualifications of the nominees for directors and prepare a final list of candidates.</p> <p>For the proper implementation of the foregoing, all nominations to the Board of Directors shall be submitted in writing to the Nomination Committee of the Board of Directors at least thirty (30) working days before the date of the regular annual meeting of stockholders.</p> <p>After such nomination process, the Nomination Committee shall prepare a Final List of Candidates containing all information about all nominees for directors, which list shall be available to the Securities and Exchange Commission and to all stockholders through the Information or Proxy Statement. The name of the person or group of persons who submitted a particular nominee's name shall be identified in such report including any relationship with the nominee.</p> <p>Only nominees whose names appear on the Final List of Candidates shall be eligible for election as directors. No other nominations shall be entertained or allowed on the floor during the annual stockholders meeting. (As amended on May 18, 2007).</p>
Section Election Directors	2. of	<p>The directors of the Corporation shall be elected by majority vote at the annual meeting of the stockholders at which a quorum is present. At each election of directors every stockholder shall have the right to vote, in person or by proxy, the</p> <p>-No change to the first paragraph-</p>

	<p>number of shares owned by him for as many persons as there are directors to be elected, or to cumulate his votes by giving one candidate as many votes as the number of such directors multiplied by the number of his shares shall equal, or by distributing such votes at the same principle among any number of candidates. (As amended on October 11, 2005)</p>	<p><i>For correction/re-instatement of the following second to third paragraphs of section 2 previously approved by the SEC in the By-laws:</i></p> <p>Subject to existing laws, rules and regulations of the Securities and Exchange Commission or any stock exchange having jurisdiction over the Company, the conduct of election of directors shall be made in accordance with the standard election procedures contained in the By-Laws.</p> <p>It shall be the responsibility of the Chairman of the Meeting to inform all stockholders of the requirement of electing independent directors. The Chairman of the Meeting shall ensure that the independent directors is elected during the stockholders' meeting.</p> <p>Specific slots for independent directors shall not be filled up by unqualified nominees.</p> <p>In case of failure of election for independent directors, the Chairman of the Meeting shall call a separate election during the same meeting to fill up the vacancy. (As amended on May 18, 2007)</p>
Section 4. Meeting of the Board	<p>Regular meetings of the Board of Directors shall be held at such places and at such times as the Board shall from time to time by resolution determine. If any day fixed for a regular meeting shall be a legal holiday at the place where the meeting is</p>	<p>Regular meetings of the Board of Directors shall be held at such places and at such times as the Board shall from time to time by resolution determine. If any day fixed for a regular meeting shall be</p>

	<p>to be held, then the meeting which would otherwise be held on that day shall be held at the same hour on the next succeeding day not a legal holiday. Notice of regular meetings need not be given.</p> <p>Special meetings of the Board of Directors may be called at any time upon the request of the Chairman of the Board or President or by the person or persons calling the meeting, by advising him by word of mouth, by telephone, or by telegraph of such meeting or by leaving notice of such meeting with him or at his residence or usual place of business, or by mailing it, postage prepaid and addressed to him at his residence as it appears upon the books of the corporation. Non-receipt of any such notice shall not invalidate any business done at any meeting at which a quorum is present.</p> <p>If at any meeting of the Board of Directors however called or wherever held, all of the directors at the time in the Philippines shall be present or shall before or after the Meeting waive notice of such meeting by a writing filed with the Secretary of the corporation, or after any such meeting shall consent to the holding of the meeting and all action taken thereat, then any and all action taken at such meeting shall be legal and validly taken.</p>	<p>a legal holiday at the place where the meeting is to be held, then the meeting which would otherwise be held on that day shall be held at the same hour on the next succeeding day not a legal holiday. <u>(Delete: Notice of regular meetings need not be given.) (As amended on March 25, 2022).</u></p> <p>Special meetings of the Board of Directors may be called at any time upon the request of the Chairman of the Board or President or by the person or persons calling the meeting, by advising him by word of mouth, by telephone, by telegraph, <u>by electronic transmission</u> of such meeting or by leaving notice of such meeting with him or at his residence or usual place of business, or by mailing it, postage prepaid and addressed to him at his residence as it appears upon the books of the corporation. Non-receipt of any such notice shall not invalidate any business done at any meeting at which a quorum is present.</p> <p><u>Notice of regular or special meetings of directors must be sent to every director at least two days prior to the scheduled meeting, unless a different period is required by law or regulation. (As Amended on March 25, 2022)</u></p> <p>If at any meeting of the Board of Directors however called or wherever held, all of the directors at the time in the Philippines shall be present or shall before or after the Meeting waive notice of such meeting by a writing filed with the Secretary of the corporation, or after any such meeting shall consent to the holding of the meeting and all action taken thereat, then any and all action</p>
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		taken at such meeting shall be legal and validly taken.
Section 8. Compensation	<p>As compensation of the directors, the Board shall receive and allocate yearly an amount of not more than ten percent (10%) of the net income before income tax of the company during the preceding year. Such compensation shall be determined and apportioned among the directors in such manner as the Board may deem proper and shall be distributed semi-annually as such other times as the Board shall decide (Amended August 12, 1985).</p>	<p><i>For correction/re-instatement of the provision previously approved by the SEC in the By-laws:</i></p> <p>As compensation of the directors, the Board shall receive and allocate yearly an amount of not more than Two and a Half Percent (2.5%) of the net income after income tax of the corporation during the preceding year. Of the said 2.5%, One Percent (1%) shall be allocated to the members of the Board of Directors to be distributed share and share alike. The remaining One and Half Percent (1.5%) shall be allocated to the members of the Executive Committee to be distributed share and share alike. As approved by the stockholders representing at least a majority of the outstanding capital stock. (Amended on April 10, 2006).</p>
Section 1. Designations	<p>The Board of Directors shall annually, at their first meeting, elect a Chairman of the Board of Directors, a President, Vice-Presidents, and a Secretary, and may also from time to time appoint such other officers and agents as it may deem proper. The Board of Directors may create such additional positions as it may consider proper. Except the Chairman and President, the other officers need not be stockholders. Any two officers, except those incompatible with each other may be held by the same person. The Secretary and the 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 also be filled by the Board of Directors.</p>	<p>Section 1. Designations – The Board of Directors shall annually, at their first meeting, elect <u>the following officers:</u></p> <ol style="list-style-type: none"> 1. Chairman of the Board of Directors 2. <u>Chief Executive Officer</u> 3. President 4. Chief Operating Officer 5. <u>Chief Financial Officer</u> (please see Annex "A" for the powers and duties of a Chief Financial Officer) 6. <u>Chief Marketing Officer</u> (please see Annex "A" for the powers and duties of a Chief Financial Officer) 7. <u>Executive Vice President</u> (please see Annex "A" for the powers and duties of an Executive Vice-President) 8. <u>Senior Vice-President</u> (please see Annex "A" for the powers and duties of a Senior Vice-President)

		<p>9. <u>First Vice-President</u> (please see Annex "A" for the powers and duties of a First Vice-President)</p> <p>10. Vice-Presidents, <u>Senior Assistant Vice-President</u> and Assistant Vice-President</p> <p>11. <u>Division Head</u> (please see Annex "A" for the powers and duties of a Division Head)</p> <p>12. <u>Corporate Secretary</u></p> <p>13. <u>Assistant Corporate Secretary, and</u></p> <p>14. <u>Treasurer.</u></p> <p>The Board shall also from time to time appoint such other officers and agents as it 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)</p>
Section 2. Compensation	Section 2. Compensation – The salary or compensation of all officers and agents elected or appointed by the Directors shall be fixed by the Board.	Section 2. Compensation – The salary or compensation of all officers and agents elected or appointed by the Directors, <u>as may be recommended by the Compensation Committee, but not mandatorily required,</u> shall be fixed by the Board. (As amended on march 4, 2013 and on March 25, 2022)
Section 6. Vice Presidents	Vice-Presidents – Vice-Presidents shall be elected by the Board and shall have the following powers and duties:	<u>Vice-Presidents, Senior Assistant Vice-Presidents</u> and Assistant Vice-Presidents – Vice Presidents, <u>Senior Assistant Vice-Presidents and Assistant Vice-</u>

		<p>President shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Exercise direct supervision and control over the different departments of the Corporation that may be placed under their responsibility.</p> <p>(b) Exercise such other powers and perform such other duties as the Board of Directors and/or the President may from time to time fix or delegate. (As amended on March 4, 2013 and on March 25, 2022)</p>	<p>(a) Exercise direct supervision and control over the different departments of the Corporation that may be placed under their responsibility.</p> <p>(b) Exercise such other powers and perform such other duties as the Board of Directors, the Chairman and/or the President may from time to time fix or delegate. (As amended on March 4, 2013 and on March 25, 2022)</p>
Section Secretary	8.	<p>Secretary - The Secretary who shall be a citizen and resident of the Philippines, shall be elected by the Board of Directors and he may or may not be a stockholder of the corporation. He shall hold the office at the pleasure of the Board, and he shall perform the following duties:</p> <p>(a) Keep full minutes of all meetings of the Board of Directors and of the stockholders;</p> <p>(b) Keep a stock and transfer book and the corporate seal, which he shall stamp on all documents requiring such seal of the Corporation;</p> <p>(c) Fill and countersign all the certificate of stock issued, making the corresponding annotations on the margin or stub certificates upon issuances;</p> <p>(d) Give, or cause to be given, all notices, required by law or by the By-Laws of the Corporation, as well as notice of all meetings of the Board of Directors and of the stockholders;</p>	<p>Corporate Secretary and Assistant Corporate Secretary - The Corporate Secretary and the Assistant Corporate Secretary shall be citizens and residents of the Philippines, shall be elected by the Board of Directors and they may or may not be a stockholder of the corporation. They shall hold the office at the pleasure of the Board, and they shall perform the following duties:</p> <p>(a) Keep full minutes of all meetings of the Board of Directors and of the stockholders;</p> <p>(b) Keep a stock and transfer book and the corporate seal, which he shall stamp on all documents requiring such seal of the Corporation;</p> <p>(c) Fill and countersign all the certificate of stock issued, making the corresponding annotations on the margin or stub certificates upon issuances;</p> <p>(d) Give, or cause to be given, all notices, required by law or by the By-Laws of the Corporation, as well as notice of all meetings of the Board of Directors and of the stockholders;</p>

		(e) Perform such other duties as may be prescribed by the Board of Directors or the President. The Secretary may delegate the duties of the office to an Assistant Secretary with the approval of the Board of Directors.	(e) Perform such other duties as may be prescribed by the Board of Directors or the President. The Corporate Secretary may delegate the duties of the office to an Assistant Corporate Secretary with the approval of the Board of Directors. (As amended on March 4, 2013 and on March 25, 2022).
Section 2. Closing of Transfer Books or Fixing of Record Date		For the purpose of determining the stockholders entitled to notice of, or to vote at, any meeting of stockholders or any adjournment thereof or to receive payment of any dividend, or of making a determination of stockholders for any other proper purpose, the Board of Directors may provide that the stock and transfer books be closed for a stated period, but not to exceed, in any case, thirty five (35) days. If the stock and transfer books be closed for the purpose of determining stockholders entitled to notice of, or to vote at, a meeting of stockholders, such books shall be closed for at least ten (10) working days immediately preceding such meeting. In lieu of closing the stock and transfer books, the Board of Directors may fix in advance a date as the record date which shall in no case be more than twenty (20) days prior to the date on which the particular action requiring such determination of stockholders is to be taken, except in instance where applicable rules and regulations provide otherwise. (As amended on October 11, 2005).	For the purpose of determining the stockholders entitled to notice of, or to vote at, any meeting of stockholders or any adjournment thereof or to receive payment of any dividend, or of making a determination of stockholders for any other proper purpose, the Board of Directors may provide that the stock and transfer books be closed for a stated period, but not to exceed, in any case, thirty five (35) days. If the stock and transfer books be closed for the purpose of determining stockholders entitled to notice of, or to vote at, a meeting of stockholders, such books shall be closed for at least twenty (20) days immediately preceding a regular meeting, and at least seven (7) days immediately preceding a special meeting. In lieu of closing the stock and transfer books, the Board of Directors may fix in advance a date as the record date which shall in no case be less than twenty-one (21) days prior to the date on which the particular action requiring such determination of stockholders is to be taken, except in instance where applicable rules and regulations provide otherwise. (As amended on amended on October 11, 2005 and March 25, 2022)
Section 3. Loss or mutilation		In case of loss, mutilation, or destruction of any certificate of shares of stock of the corporation, a duplicate certificate may be issued upon such terms as the Board of Directors may prescribe, in accordance with the Republic Act No. 201.	In case of loss, mutilation, or destruction of any certificate of shares of stock of the corporation, a duplicate certificate may be issued upon such terms as the Board of Directors may prescribe, in accordance with existing laws.

Upon review of the request and documents annexed thereto, and the Company records, it appears that the proposed amendments are consistent with the disclosure made by the Company. Hence, on this basis, the MSRD does not interpose any objection to the application for amendment of the amended By-Laws. Thus, within five (5) days from the approval of the Amendment, **GMA Network, Inc.**, shall file with the Commission's Central Receiving Unit, a duly accomplished Current Report (SEC Form 17-C), disclosing the approval of said amendments. The company is also reminded to file amended General Information Statement, if applicable within seven (7) days after such change accrued or become effective.

Moreover, as a Publicly listed company, the company is reminded of the filing period requirement of SEC Form 20-IS and the distribution of the meeting materials to security holders as provided in SRC Rules as follows:

20.3.3.1. Preliminary copies of the information statement and proxy form shall be filed with the Commission at least ten (10) business days prior to the date definitive copies of such material shall be first sent or given to security holders.

X x x

X x x

20.3.3.3. Copies of the definitive information statement, proxy form and all other materials, if any, shall be filed with the Commission prior to the date such material/s shall be first sent or given to security holders. One (1) copy of the material/s shall at the same time be filed with, or mailed for filing to, any Exchange in which any class of securities of the Issuer is listed for trading.

20.3.3.4. The information statement, proxy form and management report referred to in SRC Rule 20.4, if applicable, shall be distributed to security holders at least fifteen (15) business days prior to the date of the stockholders' meeting; Provided, that in case any changes are made within the said fifteen (15) business days, the company shall comply with the following requirements x x x

In the light of the foregoing, our Department, nonetheless, defers to the discretion of the Commissions' Company Registration and Monitoring Department (CRMD) whether it will adopt our comments/recommendations contained herein considering that CRMD has the primary jurisdiction over registration of corporation in general, as well as amendments to their Articles of Incorporation and By-Laws.

Our comments or recommendation is limited merely to the reviewing of our regulatory requirements and does not cover the substance of the application as to its consistency with the Revised Corporation Code.

Lastly, this comments is without prejudice to the prerogative of this Department to act later against the subject company, if warranted, to ensure full compliance with the provisions of the Securities Regulation Code, its implementing rules and regulations, and other pertinent laws, rules and regulations, as may be necessary and applicable under the circumstances.

If the clearance relates to or gives rise to any other application, corporate action or transaction which are or will be submitted for the approval or notice of the Commission, then we reserve the right to review and comment on matters that fall within the jurisdiction of this Department.

Very truly yours,


VICENTE GRACIANO P. FELIZMENIO, JR.
Director

Cc: Office of the Director, CRMD
Corporate and Partnership Registration Division

Annex “A”

Matrix of Pertinent Proposed Amendment of the By-Laws of GMA Network, Inc. and the Reasons Therefor			
Pertinent Article/Section	From	To <i>(with corresponding amendments underscored below)</i>	Reason
ARTICLE V OFFICERS			
Section 1. Designations	<p>The Board of Directors shall annually, at their first meeting, elect the following officers:</p> <ol style="list-style-type: none"> 1. Chairman of the Board of Directors 2. Chief Executive Officer 3. President 4. Chief Operating Officer 5. Chief Financial Officer (please see Annex “A” for the powers and duties of a Chief Financial Officer) 6. Chief Marketing Officer (please see Annex “A” for the powers and duties of a Chief Financial Officer) 7. Executive Vice President (please see Annex “A” for the 	<p>The Board of Directors shall annually, at their first meeting, elect the following officers:</p> <ol style="list-style-type: none"> 1. Chairman of the Board of Directors 2. Chief Executive Officer 3. President 4. Chief Operating Officer (<u>please see Amended Annex “A” for the powers and duties of a Chief Operating Officer</u>) 5. Chief Financial Officer (please see <u>Amended Annex “A”</u> for the powers and duties of a Chief Financial Officer) 6. Chief Marketing Officer (please see <u>Amended Annex “A”</u> for the powers and duties of a Chief Marketing Officer) 7. Executive Vice President (please see <u>Amended</u> 	<p>(a) To reflect the updated designations of Chairman, President, CEO and COO, as separate officer positions in the Company, subject to further provisions in the Amended By-Laws as amended and approved; (b) to delete references to "Chairman/CEO" and "President/COO" in the relevant provisions of the Amended By-Laws; (c) to allow for the updated position of "President/CEO" in the Company; and (d) to provide for the separate powers and duties of COO in the Company</p>

	<p>powers and duties of an Executive Vice-President)</p> <p>8. Senior Vice-President (please see Annex "A" for the powers and duties of a Senior Vice-President)</p> <p>9. First Vice-President (please see Annex "A" for the powers and duties of a First Vice-President)</p> <p>10. Vice-Presidents, Senior Assistant Vice-President and Assistant Vice-President</p> <p>11. Division Head (please see Annex "A" for the powers and duties of a Division Head)</p> <p>12. Corporate Secretary and Assistant Corporate Secretary, and</p> <p>13. Treasurer.</p>	<p>Annex "A" for the powers and duties of an Executive Vice-President)</p> <p>8. Senior Vice-President (please see <u>Amended</u> Annex "A" for the powers and duties of a Senior Vice-President)</p> <p>9. First Vice-President (please see <u>Amended</u> Annex "A" for the powers and duties of a First Vice-President)</p> <p>10. Vice-President, Senior Assistant Vice-President and Assistant Vice-President</p> <p>11. Division Head (please see <u>Amended</u> Annex "A" for the powers and duties of a Division Head)</p> <p>12. Corporate Secretary and Assistant Corporate Secretary, and</p> <p>13. Treasurer.</p>	
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	<p>The Board shall also from time to time appoint such other officers and agents as it 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)</p>	<p>The Board shall also from time to time appoint such other officers and agents as it 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, March 25, 2022 and December 9, 2023)</p>	
<p>Section 4. Chairman of the Board of Directors</p>	<p>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.</p>	<p>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. <u>He shall also</u></p>	<p>(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-</p>

	<p>He shall be the Chief Executive Officer and shall have the following powers and duties:</p> <ul style="list-style-type: none"> (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 	<p><u>perform such other functions and duties as may be delegated to him by the Board of Directors.</u> (As amended on December 9, 2023)</p>	<p>Laws; and, (c) to provide for the updated powers and duties of the Chairman of the Board of Directors in the Company</p>
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	<p>times as the latter may request, and an annual report to the stockholders at the annual meetings;</p> <p>(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.)</p>		
Section 5. The President	<p>The President who is elected by the Board from among their members shall be the Chief Operating Officer.</p> <p>In the absence of the Chairman of the Board/CEO, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have</p>	<p>The President who is elected by the Board from among their members shall be the Chief <u>Executive</u> Officer.</p> <p>In the absence of the Chairman of the Board, he shall preside at all meetings of the Board and of the stockholders at which he shall be present. He shall have the following powers and duties:</p>	<p>(a) To reflect the updated designation and powers and duties of the President as the CEO of the Company; (b) to delete references to "President/COO" in the relevant provisions of the Amended By-Laws</p>

	<p>the following powers and duties:</p> <ul style="list-style-type: none"> (a) Oversee the day to day operations of the corporation; (b) As may be authorized by the Chairman/CEO or the Board of Directors, execute on behalf of the Corporation contracts and agreements which the said Corporation may enter into; (c) 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 	<ul style="list-style-type: none"> (a) <u>Execute on behalf of the Corporation contracts and agreements which the said Corporation may enter into;</u> (b) <u>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;</u> (c) <u>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;</u> 	
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	<p>of the Corporation; (d) Exercise such other power and perform such other duties as the Chairman/CEO or Board of Directors may from time to time fix or delegate. (As amended on October 28, 2010)</p>	<p>(d) <u>Appoint employees below the level of Assistant Vice-President;</u> (e) <u>Exercise such other power and perform such other duties as the Board of Directors may from time to time fix or delegate.</u> (As amended on December 9, 2023)</p>	
ANNEX A OF THE AMENDED BY-LAWS			
Chief Operating Officer		<p><u>The Chief Operating Officer who is elected by the Board shall be an Executive Vice-President. He shall have the following powers and duties:</u></p> <p>(a) <u>Assist in overseeing the day to day operations of the Company;</u> (b) <u>As may be authorized by the President/CEO or the Board of Directors, execute on behalf of the Company</u></p>	<p>New provision to reflect the COO position as a separate position from President, and to harmonize with the updated position and duties of President/CEO</p>

		<p><u>contracts and agreements which the said Corporation may enter into;</u></p> <p>(c) <u>As may be authorized by the President/CEO or the Board of Directors, 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 Company;</u></p> <p>(d) <u>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.</u></p>	
Chief Finance Officer	The Chief Finance Officer who is elected by the Board	The Chief Finance Officer who is elected by the Board shall	(a) To harmonize with the updated powers and duties of the Chairman of the Board of

	<p>shall be the Executive Vice-President. He shall have the following powers and duties:</p> <ul style="list-style-type: none"> (a) Assist the President/COO on all strategic and tactical matters as they impact budget management, cost benefit analysis, forecasting needs and the securing of funding requirements; (b) Assist the President/COO in identifying new business opportunities and determining cost effectiveness of new programs/products and services; (c) Support the President/COO in implementing the mission of the organization and attaining its vision by identifying strategies; (d) Ensure the timely 	<p><u>have the following powers and duties:</u></p> <ul style="list-style-type: none"> (a) Assist the President/<u>CEO</u> on all strategic and tactical matters as they impact budget management, cost benefit analysis, forecasting needs and the securing of funding requirements; (b) Assist the President/<u>CEO</u> in identifying new business opportunities and determining cost effectiveness of new programs/products and services; (c) Support the President/<u>CEO</u> in implementing the mission of the organization and attaining its vision by identifying strategies; (d) Ensure the timely 	<p>Directors and the President/CEO, (b) to allow flexibility in the appointment/election of the CFO in the future; i.e., in that the CFO does not necessarily have to be the/an EVP, can be an SVP, (c) to correct a typographical error under item (n), and (d) to harmonize with the responsibilities of other frontline officers, insofar as the new proposed additional responsibility of the CFO under last item (o)</p>
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	<p>implementation of business/finance strategies through functional objectives;</p> <p>(e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting services;</p> <p>(f) Analyze economic trends and relevant information/data and identify revenue opportunities;</p> <p>(g) Enforce operational efficiencies, cost reduction, systems enhancement;</p> <p>(h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;</p> <p>(i) Oversee the finance unit of the</p>	<p>implementation of business/finance strategies through functional objectives;</p> <p>(e) Ensure the financial well-being of the Company by applying sound financial practices, processes, and finance/accounting services;</p> <p>(f) Analyze economic trends and relevant information/data and identify revenue opportunities;</p> <p>(g) Enforce operational efficiencies, cost reduction, systems enhancement;</p> <p>(h) Monitor financial performance by measuring and analyzing results, initiate corrective actions as needed, and minimizing the impact of variances;</p> <p>(i) Oversee the finance unit of the</p>	
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	<p>organization and ensure that all finance and accounting-related functions are carried out efficiently;</p> <p>(j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;</p> <p>(k) Ensure that audit issues are resolved and compliance requirements are met;</p> <p>(l) Oversee the management and coordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant</p>	<p>organization and ensure that all finance and accounting-related functions are carried out efficiently;</p> <p>(j) Develop and maintain systems of internal controls to safeguard financial assets and fixed assets of the organization;</p> <p>(k) Ensure that audit issues are resolved and compliance requirements are met;</p> <p>(l) Oversee the management and coordination of all fiscal reporting activities for the organization including: organizational revenue/expense and balance sheet reports, reports to funding agencies, development and monitoring of organizational and contract/grant</p>	
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	<p>budgets;</p> <p>(m) Oversee the administration and financial reporting of the organization's Retirement Plan;</p> <p>(n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may offer employees and potential employees with the goal of attracting and retaining qualified individuals.</p>	<p>budgets;</p> <p>(m) Oversee the administration and financial reporting of the organization's Retirement Plan;</p> <p>(n) Evaluate and investigate cost-effective plans and other fringe benefits which the organization may <u>offer</u> employees and potential employees with the goal of attracting and retaining qualified individuals; and</p> <p>(o) <u>Perform all other responsibilities that may be assigned by the President/CEO.</u></p>	
Chief Marketing Officer	<p>The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:</p> <p>(a) Responsible for the Company's business growth and revenue</p>	<p>The Chief Marketing Officer who is elected by the Board and shall have the following powers and duties:</p> <p>(a) Responsible for the Company's business growth and revenue</p>	<p>To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO</p>

	<p>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;</p> <p>(b) Develop and communicate the visions and mission of the Group and ensure that these are aligned with the Company's vision and mission;</p> <p>(c) Set the overall direction of the Group and ensure that this direction supports the Company's goals/objectives;</p> <p>(d) Develop the structure of the Company's Sales and Marketing department, developing sales strategies and</p>	<p>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;</p> <p>(b) Develop and communicate the visions and mission of the Group and ensure that these are aligned with the Company's vision and mission;</p> <p>(c) Set the overall direction of the Group and ensure that this direction supports the Company's goals/objectives;</p> <p>(d) Develop the structure of the Company's Sales and Marketing department,</p>	
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	<p>marketing campaign ideas and coordinating marketing efforts with the Company's financial and branding goals;</p> <p>(e) Oversee the Company's overall sales and marketing strategies;</p> <p>(f) Take lead in marketing and selling 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;</p> <p>(g) Analyze revenue sources and provide direction on how sales</p>	<p>developing sales strategies and marketing campaign ideas and coordinating marketing efforts with the Company's financial and branding goals;</p> <p>(e) Oversee the Company's overall sales and marketing strategies;</p> <p>(f) Take lead in marketing and selling 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;</p> <p>(g) Analyze revenue</p>	
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	<p>and marketing could help generate the highest possible revenue for the Company;</p> <p>(h) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(i) Evaluate the performance of the Sales and Marketing Heads of the Group;</p> <p>(j) Oversee the daily operations of the Group and ensure that people, processes, and systems support the strategic direction as planned and approved;</p> <p>(k) Keep well-informed of the external competitive landscape, industry standards and developments, opportunities for revenue growth, and</p>	<p>sources and provide direction on how sales and marketing could help generate the highest possible revenue for the Company;</p> <p>(h) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(i) Evaluate the performance of the Sales and Marketing Heads of the Group;</p> <p>(j) Oversee the daily operations of the Group and ensure that people, processes, and systems support the strategic direction as planned and approved;</p> <p>(k) Keep well-informed of the external competitive landscape, industry standards and</p>	
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	<p>new markets; and</p> <p>(l) Perform all other responsibilities that may be assigned by the Chairman & CEO.</p>	<p>developments, opportunities for revenue growth, and new markets; and</p> <p>(l) Perform all other responsibilities that may be assigned by the <u>President/CEO</u>.</p>	
Executive Vice-President	<p>The Executive Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist the Chairman & CEO and President & COO set the overall direction of the Company;</p> <p>(b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;</p> <p>(c) Formulate and execute strategic plans to drive growth and support the Network's</p>	<p>The Executive Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist the <u>President/CEO</u> set the overall direction of the Company;</p> <p>(b) Collaboratively maps-out a comprehensive business management plan that is aligned with the strategic directions & objectives of the Company;</p> <p>(c) Formulate and execute strategic plans to drive growth and support the</p>	<p>To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO</p>

	<p>overall direction by fostering strong relationships and managing projects from concept development to execution;</p> <p>(d) Communicate strategic plans to all Groups/Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Oversee the daily operations of the Company and ensure that people, processes and systems support the strategic direction as planned and approved;</p> <p>(f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of</p>	<p>Network's overall direction by fostering strong relationships and managing projects from concept development to execution;</p> <p>(d) Communicate strategic plans to all Groups/Departments and Divisions and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Oversee the daily operations of the Company and ensure that people, processes and systems support the strategic direction as planned and approved;</p> <p>(f) Regularly review & monitor the overall performance of the organization by effectively driving the realization of strategic key actions, targets and measures of</p>	
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	<p>success along with all the resources needed;</p> <p>(g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;</p> <p>(h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to manage any risks or opportunities that may hinder the growth of the business but also the full development and performance of all employees;</p> <p>(i) Represent the Company in all engagements necessary to build & maintain strong & mutually beneficial</p>	<p>success along with all the resources needed;</p> <p>(g) Ensure that the overall organizational goals and plans are aligned to the current and future operational needs of the business while collaborating closely with senior executives;</p> <p>(h) Review the overall progress of the business plans, and exhaust all efforts to provide well-thought-of solutions to manage any risks or opportunities that may hinder the growth of the business but also the full development and performance of all employees;</p> <p>(i) Represent the Company in all engagements necessary to build & maintain strong &</p>	
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	<p>partnerships with clients, other stakeholders;</p> <p>(j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;</p> <p>(k) Manage all other resources to ensure that the Office of the EVP operates efficiently;</p> <p>(l) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new opportunities; and</p> <p>(m) Perform all other responsibilities that may be assigned by the Chairman & CEO and President & COO.</p>	<p>mutually beneficial partnerships with clients, other stakeholders;</p> <p>(j) Build and maintain collaborative partnerships with clients to ensure that commitments are delivered;</p> <p>(k) Manage all other resources to ensure that the Office of the EVP operates efficiently;</p> <p>(l) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new opportunities; and</p> <p>(m) Perform all other responsibilities that may be assigned by the <u>President/CEO</u>.</p>	
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<p>Senior Vice-President</p>	<p>Senior Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <ul style="list-style-type: none"> (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 Departments in supporting the Network's overall direction, and promoting its long-term business sustainability; 	<p>Senior Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <ul style="list-style-type: none"> (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 Departments in supporting the Network's overall direction, and promoting its long-term business sustainability; 	<p>To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO</p>
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	<p>(d) Communicate strategic plan to Department/Division /Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of Department/Division /Section Heads of the Group or Departments;</p> <p>(g) Oversee the daily operations of the Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as</p>	<p>(d) Communicate strategic plan to Department/Division /Section Heads of the Group or Departments and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of Department/Division /Section Heads of the Group or Departments;</p> <p>(g) Oversee the daily operations of the Group or Departments and ensures that people, organization, processes, and systems support the strategic direction as</p>	
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	<p>planned and approved;</p> <p>(h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new markets;</p> <p>(j) Manage all other resources to ensure that the Office of the SVP operates efficiently and</p> <p>(k) Performs all other responsibilities that may be assigned by the Executive Vice-</p>	<p>planned and approved;</p> <p>(h) Participate as core group member in management committees that are created or commissioned to recommend effective action/s on various issues that pertain to the management of the organization;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion, and new markets;</p> <p>(j) Manage all other resources to ensure that the Office of the SVP operates efficiently and</p> <p>(k) Performs all other responsibilities that may be assigned by the Executive Vice-</p>	
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	President, the President & COO or the Chief Executive Officer.	President <u>or</u> the <u>President/CEO.</u>	
First Vice-President	<p>First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <ul style="list-style-type: none"> (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 plan that leads the Department in supporting the Network's overall direction; (c) Sets overall direction of the Department and ensures that this direction supports the Network's goals/objectives; (d) Communicate strategic plan to 	<p>First Vice-Presidents shall be elected by the Board and shall have the following powers and duties:</p> <ul style="list-style-type: none"> (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 plan that leads the Department in supporting the Network's overall direction; (c) Sets overall direction of the Department and ensures that this direction supports the Network's goals/objectives; (d) Communicate strategic plan to 	To harmonize with the updated powers and duties of the Chairman of the Board of Directors and the President/CEO

	<p>Section/Division Heads of the Department and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of the Section and Division Heads of the Department;</p> <p>(g) Oversee the daily operations of the Department and ensure that people, processes and systems support the strategic direction as planned and approved;</p> <p>(h) Manage all other resources to ensure that the Office of the VP operates efficiently;</p>	<p>Section/Division Heads of the Department and solicits ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide and monitor the performance objectives of direct reports ensuring that commitments are delivered on time;</p> <p>(f) Evaluate the performance of the Section and Division Heads of the Department;</p> <p>(g) Oversee the daily operations of the Department and ensure that people, processes and systems support the strategic direction as planned and approved;</p> <p>(h) Manage all other resources to ensure that the Office of the VP operates</p>	
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	<p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;</p> <p>(j) Perform all other responsibilities that may be assigned by the Executive Vice President, the President & COO or the Chief Executive Officer.</p>	<p>efficiently;</p> <p>(i) Keep well-informed of external competitive landscape, industry standards and developments, opportunities for expansion and new markets;</p> <p>(j) Perform all other responsibilities that may be assigned by the Executive Vice President <u>or</u> the <u>President/CEO</u>.</p>	
Division Head	<p>Division Heads shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are aligned with the Corporate vision and</p>	<p>Division Heads shall be elected by the Board and shall have the following powers and duties:</p> <p>(a) Assist immediate superior/Department Head in communicating the vision and mission of the Organization and ensure that these are aligned with the Corporate vision and mission;</p>	To correct the typographical error under item (d)

	<p>mission;</p> <p>(b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives;</p> <p>(c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables;</p> <p>(d) Communicate operational plans and objections to Section Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide Section Heads in formulating individual performance objectives and action plans to support Department</p>	<p>(b) Develop performance objectives of the Division and ensure that these are aligned with the Department's objectives and support the Corporate objectives;</p> <p>(c) Work with immediate superior/Department Head in developing strategies that will facilitate attainment of commitments/deliverables;</p> <p>(d) Communicate operational plans and <u>objectives</u> to Section Heads of the Division and solicit ideas on the best way of implementing and realizing the plan;</p> <p>(e) Guide Section Heads in formulating individual performance objectives and action plans to support</p>	
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	<p>Objectives and ensure timely implementation of approved objectives and plans;</p> <p>(f) Guide and monitor the performance objectives or direct reports ensuring that commitments are delivered on time;</p> <p>(g) Evaluate the performance of Section Heads of Divisions;</p> <p>(h) Oversee the daily operations of the Division and ensure that people, processes and systems including budgetary/logistics requirements are in place and operate efficiently;</p> <p>(i) Perform all other responsibilities that may be assigned by immediate superiors/Department Head.</p>	<p>Department</p> <p>Objectives and ensure timely implementation of approved objectives and plans;</p> <p>(f) Guide and monitor the performance objectives or direct reports ensuring that commitments are delivered on time;</p> <p>(g) Evaluate the performance of Section Heads of Divisions;</p> <p>(h) Oversee the daily operations of the Division and ensure that people, processes and systems including budgetary/logistics requirements are in place and operate efficiently;</p> <p>(n) Perform all other responsibilities that may be assigned by immediate superiors/Department</p>	
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ANNEX "D" - ANNOTATION

BY-LAWS

ORGANIZATIONAL DETAIL

TRN-R022025-CRMD00775T

Corporate Name	GMA NETWORK, INC.
Date of Approval by the Commission	
Delegated by at least two-thirds (2/3) of the outstanding capital stock	18 May 1995
Approved by Approved by unanimous vote of the Board of Directors of the Directors	09 December 2023
Subject of Amendment	The Manner of Election or Appointment, Qualification, Functions, and the Term of Office of All Officers other than Directors/Trustees

TO Section 1, Article V (Designations) – same officer designations enumerated, but reference instead to an Amended Annex “A” indicated for COO, CFO, CMO, EVP, SVP, FVP, and DH.

Section 4, Article V (Chairman of the Board of Directors) – qualification and main duty of Chairman retained; additional designation of Chairman being CEO with stated powers and duties deleted, and indicate in its place that Chairman to instead perform such other functions and duties as may be delegated by the Board of Directors.

Section 5, Article V (The President) – President is now CEO, instead of COO. The enumerated powers of CEO formerly under the Chairman were transferred to the President, and added to the duty of the President to preside at meetings of the Board and stockholders if “Chairman” is absent.

Annex A of the Amended By-Laws

Chief Operating Officer (COO) - New provision in Amended Annex “A” on manner of election, rank and powers and duties of COO, as a position that is now separate from the President who shall instead be CEO.

Chief Financial Officer (CFO) – removal of qualification of EVP to be CFO; references to “President/COO” in CFO’s duties replaced with “President/CEO”; reference to the word “officer” under item (n) powers and duties of the CFO replaced with “offer”; and, indication of added duty of CFO to perform all other responsibilities that may be assigned by President/CEO.

Chief Marketing Officer (CMO) – reference(s) to “Chairman/CEO” in CMO’s duties replaced with “President/CEO”.

Executive Vice President (EVP) – references to “Chairman & CEO” and “President & COO” in EVP’s duties replaced with “President/CEO”.

Senior Vice President (SVP) – reference(s) to “President & COO or the Chief Executive Officer” in SVP’s duties replaced with “President/CEO”.

First Vice President (FVP) – reference to “President & COO or the Chief Executive Officer” in FVP’s duties replaced with “President/CEO”.

Division Head (DH) – reference to the word “objections” under item (d) powers and duties of the DH replaced with “objectives”.

FROM	Section 1, Article V (Designations) – officer designations enumerated, with reference to Annex “A” on powers and duties of certain officers.
	Section 4, Article V (Chairman of the Board of Directors) – qualification and main duty of Chairman, plus Chairman is CEO with therein enumerated powers and duties.
	Section 5, Article V (The President) – President as COO with therein enumerated powers and duties, apart from presiding at meetings of the Board and stockholders if “Chairman/CEO” is absent.
	Annex A of the Amended By-Laws
	Chief Operating Officer (COO) – no provision in original Annex “A”.
	Chief Financial Officer (CFO) – qualification of EVP to be CFO, and references to “President/COO” in CFO’s duties.
	Chief Marketing Officer (CMO) – reference(s) to “Chairman/CEO” in CMO’s duties.
	Executive Vice President (EVP) – references to “Chairman & CEO” and “President & COO” in EVP’s duties.
	Senior Vice President (SVP) – reference(s) to “President & COO or the Chief Executive Officer” in SVP’s duties.
	First Vice President (SVP) – reference to “President & COO or the Chief Executive Officer” in FVP’s duties.
	Division Head (DH) – reference to the word “objections” under item (d) powers and duties of the DH.
