



April 15, 2021

Philippine Stock Exchange  
6/F Philippine Stock Exchange Tower  
28<sup>th</sup> Street corner 5<sup>th</sup> Avenue  
Bonifacio Global City, Taguig City

Attention: Ms. Janet A. Encarnacion  
Head - Disclosure Department

Gentlemen:

In accordance with the Revised Disclosure Rules of the Philippine Stock Exchange, Inc. (the "PSE"), we are submitting herewith copies of the Preliminary Information Statement together with the Notice and Agenda and Proxy Form and Management Report/2020 Annual Report to security holders for the Annual Meeting of the Stockholders of PLDT Inc., which will be held via remote communication on June 8, 2021.

Also attached are the Certificates of Qualification of Messrs. Bernido H. Liu, Artemio V. Panganiban and Ms. Bernandine T. Siy in connection with their nomination for election/re-election as independent directors of the Company.

The abovementioned documents will be submitted to the Markets and Securities Regulation Department ("MSRD") of the Securities and Exchange Commission (the "Commission"), for their review and comments. Once we have received the comments of the MSRD, we will prepare and submit to the Commission and PSE the Definitive Information Statement together with the Notice and Agenda, Proxy Form and Management Report/2020 Annual Report to security holders prior to publication in two (2) newspapers of general circulation for two (2) consecutive days of the Notice and Agenda, and posting on the Company's website of the said Notice and Agenda together with the Definitive Information Statement, Proxy Form, and Management Report/2020 Annual Report, in accordance with applicable rules.

Thank you.

Very truly yours,

A handwritten signature in black ink, appearing to read "LRCA", is written above the typed name.

**MA. LOURDES C. RAUSA-CHAN**  
Corporate Secretary



April 15, 2021

SECURITIES & EXCHANGE COMMISSION  
Secretariat Building, PICC Complex  
Roxas Boulevard, Pasay City

Attention: Mr. Vicente Graciano P. Felizmenio, Jr.  
Director – Markets and Securities Regulation Dept.

Gentlemen:

In connection with the forthcoming Annual Meeting of the Stockholders of PLDT Inc., which will be held via remote communication on June 8, 2021 (the "2021 Annual Meeting"), we are submitting herewith the following:

1. Three (3) copies of the Preliminary Information Statement together with the Notice and Agenda of the 2021 Annual Meeting and Proxy Form; and
2. Three (3) copies of the Management Report/2020 Annual Report to security holders.

The filing fee in the amount of P7,500.00 will be paid within ten (10) days from the date of the lifting of the Modified Enhanced Community Quarantine period and resumption of SEC's normal working hours.

Also attached are the Certificates of Qualification of Messrs. Bernido H. Liu, Artemio V. Panganiban and Ms. Bernandine T. Siy in connection with their nomination for election/re-election as independent directors of the Company.

We look forward to receiving your comments on the abovementioned documents as soon as practicable to give us time to finalize the same for publication of the Notice of Meeting and Agenda in two (2) newspapers of general circulation for two (2) consecutive days, and together with the Information Statement, Proxy Form, and Management Report/2020 Annual Report, for posting on the PSE EDGE and on the Company's website, in accordance with applicable rules.

Thank you.

Very truly yours,

  
**MA. LOURDES C. RAUSA-CHAN**  
Corporate Secretary

**SECURITIES AND EXCHANGE COMMISSION**

**SEC FORM 20-IS**

**INFORMATION STATEMENT PURSUANT TO SECTION 20 OF THE  
SECURITIES REGULATIONS CODE**

1. Check the appropriate box

- Preliminary Information Statement  
 Definitive Information Statement

2. Name of Registrant as specified in its charter PLDT Inc.

3. Philippines

Province, country or other jurisdiction of incorporation or organization

4. SEC Identification Number PW-55

5. BIR Tax Identification Code 000-488-793

6. Ramon Cojuangco Building, Makati Avenue, Makati City  
Address of principal office

1200  
Postal Code

7. Registrant's telephone number, including area code (632) 8816-8553

8. June 8, 2021 at 3:00 p.m., via remote communication  
Date, time and place of the meeting of security holders

9. Approximate date on which the Information Statement is first to be sent/given or published in a newspaper of general circulation or posted on the Company's website  
May 7, 2021

10. In case of Proxy Solicitations:

Name of Person Filing the Statement/Solicitor: Ma. Lourdes C. Rausa-Chan in behalf of the Registrant

Address and Telephone Number: 9/F PLDT MGO Bldg., Legaspi St. corner Dela Rosa St., Makati City/(632) 8816-8553

11. Securities registered pursuant to Sections 8 and 12 of the Code or Sections 4 and 8 of the RSA:

Title of Each Class	Number of Shares of Common Stock Outstanding and Amount of Debt Outstanding (As of March 31, 2021)
Common	216,055,775
Amount of Debt Outstanding	135,999,889,490

12. Are any or all of the registrant's securities listed in a Stock Exchange?

Yes  No

If yes, disclose the name of such Stock Exchange and the class of security listed therein:

Philippine Stock Exchange : Common Stock

New York Stock Exchange : American Depositary Shares (ADS) evidenced by American Depositary Receipts. Each ADS represents one common stock.



## CERTIFICATION OF INDEPENDENT DIRECTOR

I, **BERNADINE T. SIY**, Filipino, of legal age and a resident of Makati City, after having been duly sworn to in accordance with law do hereby declare that:

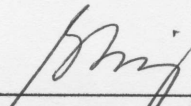
1. I am a nominee for independent director of **PLDT Inc. ("PLDT")**.
2. I am affiliated with the following companies or organizations:

COMPANY/ORGANIZATION	POSITION/ RELATIONSHIP	PERIOD OF SERVICE
Cebu Air, Inc.	Independent Director	Feb. 2021 – present
Ateneo de Manila University	Chairperson Trustee	Feb. 2020 – present May 2014 - present
B289 Properties Inc.	Director/President	Mar. 2016 – present
Ruby Jacks Manila, Inc.	Director	Feb. 2015– present
Epicurean Partners Exchange Inc.	Director/Chairman	Nov. 2008 – present
Futureheads Industries, Inc.	Director	Aug. 2008 – present
Space Modern Incorporated	Director	July 2006 – present
Vast and Silver Corporation	Director	July 2006 – present
BWF Holdings, Inc.	Director	Aug. 2004 – present
Core Lifestyle Clothing, Inc.	Director	Jan. 2003 – present
Coffee Concepts Corporation	Director	Jan. 2002 – present
Ramona Holdings Corporation	Director/President	July 2000 – present
Coffee Masters, Inc.	Director	Oct. 1999 – present
Lauderdale Corporation	Director	Oct. 1997 – present
Authentic American Apparel, Inc.	Director	Nov. 1995 – present
Interworld Properties Corporation	Director/President	Sept. 1995 – present
Glenfield Properties, Inc.	Director/President	Mar. 1995 – present
Roasters Phils., Inc.	Director	Aug. 1994 – present
Master Holdings Corporation	Director	July 1994 – present
Twin Rivers Holdings, Inc.	Director	July 1994 – present
Goldlink Holdings, Inc.	Director	June 1994 – present
Richfield, Inc.	Director	Sept. 1993 – present
Fil-Pacific Apparel Corporation	Director	Jan. 1991 – present
Salomon Realty Corporation	Director	Sept. 1988 – present

3. I possess all the qualifications and none of the disqualifications to serve as an Independent Director of PLDT, as provided for in Section 38 of the Securities Regulation Code, its Implementing Rules and Regulations and the Company's By-Laws and Manual on Corporate Governance.

4. To the best of my knowledge, I am not related (other than the relationship provided under Rule 38.2.3 of the Securities Regulation Code) to any director/officer/substantial shareholder of PLDT and its subsidiaries and affiliates.
5. To the best of my knowledge, I am not the subject of any pending criminal or administrative investigation or proceeding pending in court.
6. To the best of my knowledge, I am neither an officer nor an employee of any government agency or government-owned and controlled corporation.
7. I shall faithfully and diligently comply with my duties and responsibilities as independent director under the Securities Regulation Code and its Implementing Rules and Regulations, and PLDT's By-Laws and Manual on Corporate Governance.
8. I shall inform the Corporate Secretary of PLDT of any changes in the abovementioned information within five days from its occurrence.

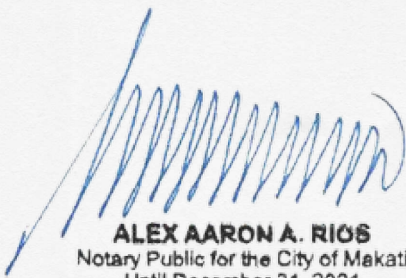
Done, this 24<sup>th</sup> day of March 2021, at Makati City.

  
BERNADINE T. SIY

SUBSCRIBED AND SWORN to before me this 24<sup>th</sup> day of March 2021 at Makati City, affiant personally appeared before me and exhibited to me her Philippine Passport No. [REDACTED] expiring on [REDACTED].

NOTARY PUBLIC

Doc. No. 508;  
Page No. 103;  
Book No. V;  
Series of 2021.

  
**ALEX AARON A. RIOS**  
Notary Public for the City of Makati  
Until December 31, 2021  
Appointment No. M-97  
Roll of Attorneys No. 51139  
PTR O.R. NO. 8125106 - 01/07/2020 Makati City  
IBP Lifetime No. 1031694 - 02/16/16  
9/F, MGO Bldg. Legazpi St. Legazpi Vill., Makati City, MM



## CERTIFICATION OF INDEPENDENT DIRECTOR

I, **ARTEMIO V. PANGANIBAN**, Filipino, of legal age and a resident of Makati City, after having been duly sworn to in accordance with law do hereby declare that:

1. I am a nominee for independent director of **PLDT Inc. ("PLDT")** and have been its independent director since April 23, 2013.
2. I am affiliated with the following companies or organizations:

COMPANY/ORGANIZATION	POSITION/RELATIONSHIP	PERIOD OF SERVICE
Pan Philippine Resources Corp.	Chairman	1976 – present
Arpan Investment and Management, Inc.	Chairman	1976 – present
GMA Network Inc.	Independent Director	2007 – present
First Philippine Holdings Corp.	Independent Director	2007 – present
Metro Pacific Investments Corp.	Independent Director	2007 – present
Robinsons Land Corp.	Independent Director	2008 – present
Manila Electric Company	Independent Director	2008– present
Tollways Management Corp.	Independent Director	2008– present
GMA Holdings, Inc.	Independent Director	2009 – present
Petron Corporation	Independent Director	2010 – present
Asian Terminals Inc.	Independent Director	2010 – present
Metro Pacific Tollways Corp.	Independent Director	2010 – present
Jollibee Foods Corp.	Non-executive Director	2012 – present
TeaM Energy Corp.	Independent Director	2015 – present
Asian Hospital, Inc.	Independent Director	2017 – present
Metropolitan Bank & Trust Co.	Senior Adviser	2007 – present
Double Dragon Properties Corporation	Adviser	2014 – present
Bank of the Philippine Islands	Member, Advisory Council	2016 – present
MerryMart Consumer Corp.	Adviser	2020 - present

For my full bio-data, log on to my personal website: [cjpanganiban.com](http://cjpanganiban.com)

3. I possess all the qualifications and none of the disqualifications to serve as an Independent Director of PLDT, as provided for in Section 38 of the Securities Regulation Code, its Implementing Rules and Regulations and the Company's By-Laws and Manual on Corporate Governance.
4. To the best of my knowledge, I am not related (other than the relationship provided under Rule 38.2.3 of the Securities Regulation Code) to any director/officer/substantial shareholder of PLDT and its subsidiaries and affiliates.

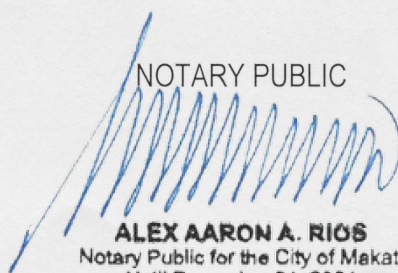
5. To the best of my knowledge, I am not the subject of any criminal or administrative investigation or proceeding pending in court.
6. To the best of my knowledge, I am neither an officer nor an employee of any government agency or government-owned and controlled corporation.
7. I shall faithfully and diligently comply with my duties and responsibilities as independent director under the Securities Regulation Code and its Implementing Rules and Regulations, and PLDT's By-Laws and Manual on Corporate Governance.
8. I shall inform the Corporate Secretary of PLDT of any changes in the abovementioned information within five days from its occurrence.

Done, this 22nd day of March 2021, at Makati City.

  
ARTEMIO V. PANGANIBAN

SUBSCRIBED AND SWORN to before me this 22nd day of March 2021 at Makati City, affiant personally appeared before me and exhibited to me his Philippine Passport No. [REDACTED] expiring on [REDACTED]

Doc. No. 506;  
Page No. 103;  
Book No. V;  
Series of 2021.

  
NOTARY PUBLIC  
**ALEX AARON A. RIGOS**  
Notary Public for the City of Makati  
Until December 31, 2021  
Appointment No. M-97  
Roll of Attorneys No. 51139  
PTR O.R. NO. 8125106 - 01/07/2020 Makati City  
IBP Lifetime No. 1031694 - 02/16/16  
9/F, MGO Bldg. Legazpi St. Legazpi Vill., Makati City, MM



## CERTIFICATION OF INDEPENDENT DIRECTOR

I, **BERNIDO H. LIU**, Filipino, of legal age and with office address at [REDACTED] [REDACTED] after having been duly sworn to in accordance with law do hereby declare that:

1. I am a nominee for independent director of PLDT Inc. ("PLDT") and have been its independent director since September 28, 2015.
2. I am affiliated with the following companies or organizations:

COMPANY/ORGANIZATION	POSITION/RELATIONSHIP	PERIOD OF SERVICE
Matimco Incorporated	Chairman	2003 – present
Basic Graphics Inc.	Chairman	2005 – present
LH Paragon Inc.	Chairman	2006 – present
Golden ABC, Inc.	Chairman	2006 – present
Oakridge Realty Development Corporation	Chairman	2006 – present
Red Logo Lifestyle, Inc. <i>*Ceased operations on July 31, 2020</i>	Chairman	2007 – present
Essentia Medical Group, Inc. <i>*No business operations since December 1, 2020</i>	Chairman	2014 – present
Greentree Food Solutions, Inc.	Chairman	2016 – present
GABC Int'l. Pte. Ltd. (SG)	Director	2016 – present
GABC Singapore Retail Pte. Ltd. (SG)	Director	2016 – present
Mga Likha ni Inay, Inc. (member of CARD MRI)	Director	2015 – present

3. I possess all the qualifications and none of the disqualifications to serve as an Independent Director of PLDT, as provided for in Section 38 of the Securities Regulation Code, its Implementing Rules and Regulations and PLDT's By-Laws and Manual on Corporate Governance.
4. To the best of my knowledge, I am not related (other than the relationship provided under Rule 38.2.3 of the Securities Regulation Code) to any director, officer or substantial shareholder of PLDT and its subsidiaries and affiliates.
5. To the best of my knowledge, I am not the subject of any pending criminal or administrative investigation or proceeding pending in court.

6. To the best of my knowledge, I am neither an officer nor an employee of any government agency or government-owned and controlled corporation.
7. I shall faithfully and diligently comply with my duties and responsibilities as independent director under the Securities Regulation Code and its Implementing Rules and Regulations, and PLDT's By-Laws and Manual on Corporate Governance.
8. I shall inform the Corporate Secretary of PLDT of any changes in the abovementioned information within five days from its occurrence.

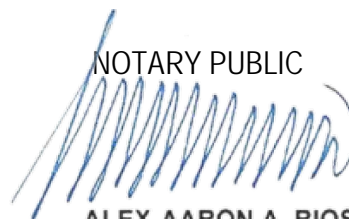
Done, this 22<sup>nd</sup> day of March 2021, at Makati City.



BERNIDO H. LIU

SUBSCRIBED AND SWORN to before me this 22<sup>nd</sup> day of March 2021 at Makati City, affiant personally appeared before me and exhibited to me his Philippine Passport No. [REDACTED] expiring on [REDACTED]

Doc. No. 507  
Page No. 103  
Book No. v;  
Series of 2021.



**ALEX AARON A. RIOS**

Notary Public for the City of Makati

Until December 31, 2021

Appointment No. M-97

Roll of Attorneys No. 51139

PTR O.R. NO. 8534482 - 01/05/2021 Makati City

IBP Lifetime No. 1031694-02/16/16

9/F MGO Bldg, Legazpi St., Legazpi Village, Makati City, M.M.





**PLDT Inc.**

**2021**

**NOTICE AND AGENDA OF  
ANNUAL MEETING  
OF STOCKHOLDERS  
AND  
INFORMATION STATEMENT**

## PLDT Inc.

### NOTICE AND AGENDA OF ANNUAL MEETING OF STOCKHOLDERS

NOTICE IS HEREBY GIVEN that PLDT Inc. (the “**Company**”) will hold its Annual Meeting of Stockholders (the “**Annual Meeting**”) on Tuesday, June 8, 2021, at 3:00 p.m. In light of the COVID-19 pandemic and quarantine restrictions, and to ensure the safety and welfare of our stockholders, the meeting will be conducted virtually via <https://stockholders.pldt.com/ASM2021>.

The Agenda for the Annual Meeting is as follows:

1. Call to order
2. Certification of service of notice and quorum
3. President’s Report
4. Approval of the audited financial statements for the fiscal year ended December 31, 2020 contained in the Company’s 2020 Annual Report posted on the PSE EDGE and the Company’s website
5. Election of 13 directors including 3 independent directors for the ensuing year, whose background information are contained in the Information Statement posted on the PSE EDGE and the Company’s website
6. Other business as may properly come before the meeting and at any adjournments thereof

The Board of Directors has fixed April 12, 2021 as the record date for the determination of stockholders entitled to notice of, and to vote at, the Annual Meeting. The stock and transfer books of the Company will not be closed.

The holders of record of shares of Common Stock and Voting Preferred Stock as of the record date will be entitled to vote on the proposed corporate actions set out in Items 4 and 5 of the Agenda.

IF YOU DO NOT EXPECT TO PARTICIPATE IN THE ANNUAL MEETING, YOU MAY DOWNLOAD A COPY OF THE PROXY FORM AT <http://pldt.com/investor-relations/shareholder-information/latest-shareholders'-news>. PLEASE PRINT, EXECUTE AND RETURN THE COMPLETED PROXY FORM TO THE CORPORATE SECRETARY AT 9<sup>th</sup> FLOOR, PLDT MGO BUILDING, LEGASPI STREET CORNER DELA ROSA STREET, MAKATI CITY, OR YOU MAY SEND THE COMPLETED PROXY FORM IN PDF FORMAT TO [pldtshareholderservices@pldt.com.ph](mailto:pldtshareholderservices@pldt.com.ph). THE LAST DAY FOR SUBMISSION OF PROXIES IS ON JUNE 1, 2021.

Online voting and participation by remote communication will be available for all stockholders. Stockholders who wish to vote online and participate by remote communication will be required to register not later than **[May 26, 2021]**. Stockholders who were not able to register as of **[May 26, 2021]** can no longer avail of online voting but may still participate by remote communication, provided such stockholders will register not later than **[June 1, 2021]**. Instructions on Registration, Online Voting in Absentia and Participation by Remote Communication are set out in Annex A attached to this Notice and Agenda.

The Information Statement, Proxy Form, 2020 Management Report/Annual Report, Annual Report for the year ended December 31, 2020 in SEC Form 17-A and Quarterly Report for the first quarter of 2021 in SEC Form 17-Q are posted on PSE EDGE and on the Company’s website at [\[edge.pse.com.ph/companyDisclosure/form.do?cmpy\\_id=6\]](http://edge.pse.com.ph/companyDisclosure/form.do?cmpy_id=6) and <http://pldt.com/investor-relations/shareholder-information/latest-shareholders'-news>, respectively.

By order of the Board of Directors.

**MA. LOURDES C. RAUSA-CHAN**  
Corporate Secretary  
May 4, 2021



## EXPLANATION OF AGENDA ITEMS

### 1. Call to order

The Chairman of the Board of Directors or Chairman of the meeting (the “**Chairman**”), will call to order the Annual Meeting of Stockholders of the Company (the “**Annual Meeting**”).

### 2. Certification of service of notice and quorum

The Corporate Secretary or the Secretary of the Meeting (the “**Secretary**”), will certify that: (a) the Notice and Agenda of the Annual Meeting was published in two newspapers of general circulation (in printed and online format), for two consecutive days, and that the Information Statement, Proxy Form, 2020 Management Report/Annual Report were posted on PSE EDGE and on the Company’s website in accordance with SEC Notice dated March 16, 2021; and (b) the Notice and Agenda of the Annual Meeting was also distributed/mailed to non-resident stockholders of the Company as of record date, April 12, 2021. The Secretary will also certify, based on the number of shares owned by stockholders present or represented by proxy at the meeting or participating thereat via remote communication, whether a quorum exists for the valid transaction of business at the Annual Meeting. The Secretary will also discuss the protocol for the orderly conduct of the meeting.

### 3. President’s Report

The President and Chief Executive Officer and/or other Company officers designated by the President & Chief Executive Officer, will render a report on the financial and operating results of the Company for the year 2020 as well as the outlook for 2021, and respond to questions that may be raised by any stockholder.

### 4. Approval of the audited financial statements for the fiscal year ended December 31, 2020 contained in the Company’s 2020 Annual Report posted on the PSE EDGE and the Company’s website

The Chairman, President and Chief Executive Officer, any member of the Audit Committee, or any representative of the Company’s external auditors, Sycip Gorres Velayo & Co. will respond to questions that may be raised by any stockholder regarding the Company’s audited financial statements for the fiscal year ended December 31, 2020 contained in the Company’s 2020 Annual Report. Thereafter, the Chairman will seek approval of said financial statements from holders of Common Stock and Voting Preferred Stock, and the Secretary will report on the votes cast for the approval of said financial statements.

### 5. Election of 13 directors including 3 independent directors for the ensuing year, whose background information are contained in the Information Statement posted on the PSE EDGE and the Company’s website

The Secretary will announce the names of the persons nominated for election as directors/independent directors of the Company for the ensuing year. The Chairman will explain the screening criteria and process observed by the Governance, Nomination and Sustainability Committee (“**GNSC**”) and the diversity aspects that the GNSC considered, based on which the GNSC recommended, and the Board of Directors approved, the final list of nominees qualified for election as directors/independent directors. The Secretary will report on the votes received by each nominee from holders of Common Stock and Voting Preferred Stock, and the Chairman will declare the thirteen (13) nominees who received the highest number of votes as the duly elected directors, including three (3) qualified independent directors.

### 6. Other business as may properly come before the meeting and at any adjournments thereof

The Secretary will inform the stockholders that under Article XII of the By-Laws of the Company, the Audit Committee is directly responsible for the appointment, compensation, retention, removal or termination of engagement, and oversight of the Company’s independent auditors. Pursuant to its authority, the Audit Committee has appointed Sycip Gorres Velayo & Co. as independent auditors, for the audit of the 2021 financial statements, which appointment has been confirmed by the Board of Directors.

The Secretary will also inform the stockholders that the Minutes of the Annual Meeting will be posted on the Company’s website for their information.

Other business not specifically included in the Agenda may be raised by the stockholders. The Chairman will decide whether such business may be properly taken up in the meeting or in another stockholders’ meeting or other proper forum.

## ANNEX A

### INSTRUCTIONS ON REGISTRATION, ONLINE VOTING IN ABSENTIA AND PARTICIPATION BY REMOTE COMMUNICATION

#### General Instructions

1. Common and voting preferred stockholders as of April 12, 2021 have the option to vote via online voting in absentia on the proposed corporate actions set out in items 4 and 5 of the Agenda.
2. To vote via online voting in absentia and participate in the Annual Meeting through remote communication, the stockholder must have registered during the period **[May 12, 2021 to May 26, 2021]** and received an e-mail confirmation from the Company that his registration has been successful. After the **[May 26, 2021]** registration deadline, the stockholder can no longer avail of the option to vote via online voting in absentia.
3. A stockholder who was not able to register until **[May 26, 2021]** can no longer vote via online in absentia but may participate in the Annual Meeting through remote communication provided he/she is able to register not later than **[June 1, 2021]**.
4. Only stockholders who have registered within the prescribed period and participated through remote communication, together with the stockholders who voted in absentia, and by proxy, will be included in the determination of quorum.

#### Registration

##### A. How to Register:

1. Open Google Chrome browser and type <https://stockholders.pldt.com> in the address bar and press Enter key
2. Click **Register** button to start the registration process.
3. Enter your **full name** or **company name** and your **email address** and then agree to the **Terms and Conditions** by clicking the **Agree** button
4. An **“OTP Confirmation Form”** will appear asking you to supply the OTP (one-time-passcode) that was sent to your email address
5. Supply the OTP into the **“OTP Confirmation Form”** and click **Validate** button
6. From the **Checklist**, select the type of stockholder and supply the following information and documentary requirements in the applicable fields:
  - (a) For individual stockholder:
    - (i) A scanned copy of the stockholder’s valid government-issued ID with photo and signature, preferably with residential address (in JPG format).
    - (ii) A valid and active e-mail address
    - (iii) A valid and active contact number
  - (b) For Corporate Stockholder:
    - (i) a scanned copy of certification signed by a duly authorized officer of such corporate stockholder attesting to the authority of the representative to vote for and on behalf of the corporate stockholder (in JPG format).
    - (ii) a scanned copy of one (1) valid government-issued ID of the representative with photo and signature, preferably with residential address (in JPG format).
    - (iii) a valid and active e-mail address of the representative
    - (iv) a valid and active contact number of the representative



- (c) For stockholders with joint account - a scanned copy of an authorization letter signed by all the joint stockholders, identifying who among them is authorized to cast the vote for the account (in JPG format).
- (d) For stockholders under Broker's Account
  - (i) Individual beneficial owner:
    - (a) a scanned copy of broker's certification on the individual beneficial owner's name, account number, and shareholdings (in JPG format)
    - (b) a scanned copy of the individual beneficial owner's one (1) valid government-issued ID with photo and signature, preferably with residential address (in JPG format).
    - (c) a valid and active e-mail address
    - (d) a valid and active contact number
  - (ii) Corporate beneficial owner:
    - (a) a scanned copy of broker's certification on the corporate beneficial owner's name, account number, and shareholdings (in JPG format)
    - (b) a scanned copy of certification signed by a duly authorized officer of such corporate beneficial owner attesting to the authority of the representative to vote for and on behalf of the corporate beneficial stockholder (in JPG format)
    - (c) a scanned copy of one (1) valid government-issued ID of the representative with photo and signature, preferably with residential address (in JPG format).

B. How will I know if my registration is successful?

1. You will receive an email from PLDT informing that your registration will be subject to validation
2. A stockholder who registered on or before **[May 26, 2021]**, and whose registration has been validated will receive an email containing his/her **Username** and **Default Password** for use as login credentials to the online voting in absentia, and his/her **Remote Communication Credentials** to access the website link of the Annual Meeting, within three (3) business days from the date of registration.
3. A stockholder who registered after **[May 26, 2021 and until June 1, 2021]**, and whose registration has been validated will receive an email containing his/her **Remote Communication Credentials** to access the website link of the Annual Meeting, not later than three (3) business days from the date of registration.

Online Voting in Absentia

How to Vote Online:

1. Open Google Chrome browser and type <https://stockholders.pldt.com> in the address bar and press Enter key
2. Agree to the Terms and Conditions by clicking the **Agree** button to proceed, and login with your Username and Default Password
3. An OTP (one-time-passcode) will be sent to your email address, enter the OTP and click on **"Proceed"**
4. The system will prompt you to change your password. New password should consist of the following:  
At least 8 characters in length and must contain at least 3 of the following:
  - a. Alphanumeric
  - b. One (1) character in upper case
  - c. One (1) character in lower case
  - d. One (1) special character

5. Once password is changed, the system will prompt the stockholder to re-log using the new password. Upon successful log-in, the electronic ballot will be displayed
6. For the approval of the audited financial statements for the fiscal year ending December 31, 2020, click only option for **“FOR”** or **“AGAINST”** or **“ABSTAIN”** to indicate your vote
7. For the election of directors, you may vote such number of shares recorded in your name as of the Record Date, for as many persons as there are directors to be elected or you may cumulate said shares and give one candidate as many votes as the number of directors to be elected multiplied by the number of your shares shall equal, or you may distribute them on the same principle among as many candidates as you shall see fit.

Select **“FOR ALL”** if you wish to vote for all of the candidates

Select **“WITHHOLD FOR ALL”** if you do not wish to vote for all the candidates

If you select **“EXCEPTIONS”** please indicate the number of votes opposite the names of the candidates in the list

8. Once you have completed the online ballot, click **“Submit”** button. You can no longer change your votes once you have clicked the “Submit” button.
9. A stockholder may cast his votes during the period beginning **[May 12, 2021]** until 4 P.M. on June 8, 2021

#### Participation by Remote Communication

1. A stockholder who has successfully registered during the period **[May 12, 2021 to May 26, 2021]** can participate in the Annual Meeting by accessing <https://stockholders.pldt.com/ASM2021> using his **Remote Communication Credentials**
2. A stockholder who was not able to register until **[May 26, 2021]** may still participate in the Annual Meeting provided he is able to register at <https://stockholders.pldt.com> not later than **[June 1, 2021]**. For validation purposes, the stockholder, shall be required to submit the documentary requirements listed in Item A. 6 (Registration) above. He/she will then receive an email containing his **Remote Communication Credentials** which will enable him/her to access the Annual Meeting at <https://stockholders.pldt.com/ASM2021>
3. A stockholder may send his/her questions or comments prior to or during the Annual Meeting to [pldtshareholderservices@pldt.com.ph](mailto:pldtshareholderservices@pldt.com.ph)
4. A link to the recorded webcast of the Annual Meeting will be posted on the Company's website on June 9, 2021 at <http://pldt.com/investor-relations/shareholder-information/latest-shareholders'-news>. Stockholders will have two (2) weeks from posting to access the webcast.
5. For questions or clarifications, please contact Ms. Regina B. Benito at 09396543309 or via email at [rbbenito@pldt.com.ph](mailto:rbbenito@pldt.com.ph) or Ms. Wilhelmina A. Bausa at 09238537784 or via email at [wabausa@pldt.com.ph](mailto:wabausa@pldt.com.ph).

# INFORMATION STATEMENT

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## PLDT Inc.

SEC Identification Number PW55  
BIR Tax Identification Number 000-488-793-000  
Telephone Number (632) 8816-8553

### INFORMATION STATEMENT

#### GENERAL INFORMATION

PLDT Inc. (the “**Company**” or “**PLDT**”) is a corporation incorporated under the laws of the Philippines, with principal office and mailing address at Ramon Cojuangco Building, Makati Avenue, Makati City 1200.

The Company has issued a total of **[218,779,886]** shares of Common Stock (inclusive of 2,724,111 treasury shares) and **[150,000,000]** shares of Voting Preferred Stock, of which 216,055,775 shares of Common Stock (net of 2,724,111 treasury shares) and **[150,000,000]** shares of Voting Preferred Stock were outstanding as of the Record Date. In addition, there were **[300,000,000]** shares of Non-Convertible Non-Voting Serial Preferred Stock subscribed, partially paid and outstanding as of the Record Date. Of the issued shares of Common Stock, **[179,242,132]** shares were registered and **[39,537,754]** shares were issued in transactions exempt from the registration requirement under Section 6 of The Revised Securities Act/Section 10 of The Securities Regulation Code (the “**SRC**”). All of the **[150,000,000]** shares of Voting Preferred Stock were issued in transactions exempt from the registration requirement under Section 6 of The Revised Securities Act/Section 10 of the SRC.

As of the Record Date, all of the **[216,055,775]** outstanding shares of Common Stock (net of 2,724,111 treasury shares) are listed on the Philippine Stock Exchange (the “**PSE**”). **[17,907,975]** American Depositary Shares (“**ADSs**”), each representing one share of Common Stock and evidenced by American Depositary Receipts (“**ADRs**”), are listed on the New York Stock Exchange. The **[150,000,000]** shares of Voting Preferred Stock and **[300,000,000]** shares of Non-Convertible Non-Voting Serial Preferred Stock are not listed on any exchange.

#### Date, Time and Place of Meeting

The Annual Meeting of Stockholders of the Company for the year 2021 (the “**Annual Meeting**”) will be held virtually via **[<https://stockholders.pldt.com/ASM2021>]** on Tuesday, June 8, 2021 at 3:00 p.m. For participation and voting via remote communication, please refer to Instructions on Registration, Online Voting in Absentia, and Participation by Remote Communication set out in Annex A attached to the Notice and Agenda.

#### Record Date

The record date for the purpose of determining the stockholders entitled to notice of, and to vote at, the Annual Meeting is April 12, 2021 (the “**Record Date**”).

#### Approximate Date of First Release of the Information Statement, Proxy Form and Annual Report

Pursuant to SEC Notice dated March 16, 2021, the Notice and Agenda of Annual Meeting will be published in the business section of two newspapers of general circulation (in print and online format) on **[May 7, 2021]** and **[May 8, 2021]**. In the same publication, the Company will also inform its stockholders that the Information Statement, Proxy Form, 2020 Management Report/Annual Report, Annual Report for the year ended December 31, 2020 in SEC Form 17-A (“**SEC Form 17-A**”), and Quarterly Report for the first quarter of 2021 in SEC Form 17-Q (“**SEC Form 17-Q**”).



will be posted on PSE EDGE [[edge.pse.com.ph/companyDisclosure/form.do?cmpy\\_id=6](http://edge.pse.com.ph/companyDisclosure/form.do?cmpy_id=6)] and on the Company's website (<http://pldt.com/investor-relations/shareholder-information/latest-shareholders'-news>) beginning on **[May 4, 2021]**. The Company will provide, without charge, a printed copy of the 2020 Management Report/Annual Report, SEC Form 17-A and SEC Form 17-Q, upon the written or e-mail request of a stockholder addressed to the Corporate Secretary of the Company at the 9th Floor, PLDT MGO Building, Legaspi Street corner Dela Rosa Street, Makati City, Philippines, or via [pldtshareholderservices@pldt.com.ph](mailto:pldtshareholderservices@pldt.com.ph).

### **Dissenter's Appraisal Right**

The proposed corporate actions to be voted upon at the Annual Meeting are not among the matters provided under Section 80 of Republic Act No. 11232 also known as the Revised Corporation Code of the Philippines (the "**Corporation Code**"), with respect to which a dissenting stockholder may exercise his appraisal right.

### **Interest of Certain Persons in or Opposition to Matters to be Acted Upon**

No director/independent director or officer or nominee for election as director/independent director and, to the best knowledge of the Board of Directors and Management of the Company, no associate of any of the foregoing persons has any substantial interest, direct or indirect, by security holdings or otherwise, in any matter to be acted upon at the Annual Meeting, other than election to office.

No director/independent director has informed the Company in writing that he/she intends to oppose any action to be taken at the Annual Meeting.

## **INFORMATION ON SECURITIES AND SECURITY OWNERSHIP OF CERTAIN RECORD AND BENEFICIAL OWNERS**

### **Voting Securities**

As of the Record Date, the number of outstanding shares of Common Stock and Voting Preferred Stock were **[216,055,775]** and **[150,000,000]**, respectively. Of the **[366,055,775]** shares of Common Stock and Voting Preferred Stock as of the Record Date, **[91,107,526]** or **[24.89%]** were owned by foreigners.

Only holders of shares of Common Stock and Voting Preferred Stock are entitled to vote at the Annual Meeting, through written/printed voting instructions (using the proxy form) or online voting in absentia. Each share is entitled to one vote where such share has a voting right as described in the preceding sentence.

A holder of shares of Common Stock and Voting Preferred Stock may, for the purpose of election of directors, vote such number of shares recorded in his name on the stock and transfer books of the Company as of the Record Date, for as many persons as there are directors to be elected or he may cumulate said shares and give one candidate as many votes as the number of directors to be elected multiplied by the number of his shares shall equal, or he may distribute them on the same principle among as many candidates as he shall see fit.

### **Security Ownership of Certain Record and Beneficial Owners**

The following table sets forth the record owners and, to the best knowledge of the Board of Directors and Management of the Company, the beneficial owners of more than five percent of the Company's outstanding shares

of Common Stock and Voting Preferred Stock, the number of shares owned by, and percentage of shareholdings of, each of them, as of the Record Date.

Title of Class	Name and Address of Record Owner and Relationship With Issuer	Citizenship	Name of Beneficial Owner and Relationship with Record Owner	Number of Shares Held	Percentage of Common Stock	Percentage of Voting Stock
Common	Philippine Telecommunications Investment Corporation <sup>1</sup> 10th Floor Net One Building, 26 <sup>th</sup> Street Bonifacio Global City, Fort Bonifacio, Taguig City Major Stockholder	Philippine Corporation	Same as Record Owner	[26,034,263] <sup>2</sup>	[12.05]	[7.11]
Common	Metro Pacific Resources, Inc. <sup>3</sup> c/o Corporate Secretary 18 <sup>th</sup> Floor Liberty Center 104 H V Dela Costa Street Salcedo Village, Makati City Major Stockholder	Philippine Corporation	Same as Record Owner	[21,556,676] <sup>2</sup>	[9.98]	[5.89]
Common	NTT DOCOMO, INC. <sup>4</sup> 11 1 Nagata-Cho, 2-Chome Chiyoda-Ku, Tokyo 100-6150 Japan Major Stockholder	Japanese Corporation	See Footnote 7	[22,796,902] <sup>5</sup>	[10.55]	[6.23]
Common	NTT Communications Corporation <sup>6</sup> Otemachi Place West Tower 33F 2-3-1 Otemachi, Chiyoda-ku Tokyo 100-8019, Japan Major Stockholder	Japanese Corporation	See Footnote 7	[12,633,487]	[5.85]	[3.45]

<sup>1</sup> Based on a resolution adopted by the Board of Directors of Philippine Telecommunications Investment Corporation ("PTIC"), the Chairman of the Board of PTIC, Mr. Manuel V. Pangilinan, has the continuing authority to represent PTIC at any and all meetings of the stockholders of a corporation in which PTIC owns of record or beneficially any shares of stock or other voting security, and to sign and deliver, in favor of any person he may deem fit, a proxy or other power of attorney, with full power of delegation and substitution, authorizing his designated proxy or attorney-in-fact to vote any and all shares of stock and other voting securities owned of record or beneficially by PTIC at any and all meetings of the stockholders of the corporation issuing such shares of stock or voting securities.

<sup>2</sup> In addition to the 26,034,263 and 21,556,676 common shares owned on record respectively by PTIC and Metro Pacific Resources, Inc. ("MPRI"), both of which are Philippine affiliates of First Pacific Company Limited ("First Pacific"), 7,653,703 common shares representing approximately 3.54% of the outstanding common stock of PLDT, are owned by another Philippine affiliate of First Pacific and registered under the name of PCD Nominee Corporation. The common shares owned by PTIC, MPRI and the other Philippine affiliate of First Pacific (referred to herein as "First Pacific Group") collectively represents 25.57% of the outstanding common stock of PLDT as of the Record Date.

<sup>3</sup> Based on a resolution adopted by the Board of Directors of MPRI, Mr. Manuel V. Pangilinan has been appointed as proxy or duly authorized representative of MPRI to represent and vote the PLDT shares of common stock of MPRI in the Annual Meeting.

<sup>4</sup> Based on publicly available information, NTT DOCOMO, INC. ("NTT DOCOMO") is a wholly-owned subsidiary of Nippon Telegraph and Telephone Corporation ("NTT"). Based on a certification signed by a duly authorized officer of NTT DOCOMO, Mr. Keisuke Yoshizawa and Mr. Nobutaka Kurata are authorized to execute for and on behalf of NTT DOCOMO, endorsements, transfers and other matters relating to the PLDT shares of common stock held by NTT DOCOMO.

<sup>5</sup> In addition to the 22,796,902 common shares owned on record by NTT DOCOMO, NTT DOCOMO also owns 8,533,253 ADSs whose underlying common shares represent approximately 3.95% of the outstanding common stock of PLDT. The common shares and the underlying common shares of the ADS owned by NTT DOCOMO collectively represents 14.50% of the outstanding common stock of PLDT as of the Record Date.

<sup>6</sup> Based on publicly available information, NTT Communications Corporation ("NTT Communications") is a wholly-owned subsidiary of NTT. Based on a certification signed by a duly authorized officer of NTT Communications, Mr. Shuji Inaba or Mr. Satoshi Watanabe is authorized to execute for and on behalf of NTT Communications, endorsements, transfers and other matters relating to the PLDT shares of common stock held by NTT Communications.

<sup>7</sup> In publicly available reports filed by NTT Communications and NTT DOCOMO, it is stated that because of NTT's ownership of all the outstanding capital stock of NTT Communications and of NTT DOCOMO, NTT, NTT Communications and NTT DOCOMO may be considered to constitute a "group" within the meaning of Rule 18.1.5.C of the Amended Implementing Rules and Regulations of The Securities Regulation Code. Therefore, each of them may be deemed to have beneficial ownership of the 43,963,642 shares in aggregate held by NTT Communications and NTT DOCOMO, which collectively represents 20.35% of the outstanding common stock of PLDT as of the Record Date.

Common	JG Summit Group <sup>8</sup> 43/F Robinsons Equitable Tower ADB Avenue corner Poveda Road Ortigas Center, Pasig City Major Stockholder	Philippine Corporation	See Footnote 8	[24,342,455]	[11.27]	[6.65]
Common	PCD Nominee Corporation <sup>9</sup> 37/F Tower 1, The Enterprise Center, 6788 Ayala Avenue corner Paseo de Roxas Avenue, Makati City Major Stockholder	Philippine Corporation	See Footnote 9	[81,505,836]	[37.72]	[22.27]
Common	J.P. Morgan Hongkong Nominees Limited <sup>10</sup> (various accounts) c/o HSBC Securities Services 7 <sup>th</sup> Floor HSBC Centre 3058 5 <sup>th</sup> Avenue West BGC Taguig City Major Stockholder	HongKong Corporation	See Footnote 10	[13,301,619]	[6.16]	[3.63]
Common	Social Security System 9/F SSS Building, East Avenue Diliman, Quezon City	Philippine Corporation	Same as Record Owner	[9,613,281] <sup>11</sup>	[4.45]	[2.63]
Voting Preferred	BTF Holdings, Inc. <sup>12</sup> Ramon Cojuangco Building, Makati Avenue, Makati City Major Stockholder	Philippine Corporation	Same as Record Owner	[150,000,000]	-	[40.98]

<sup>8</sup> The shareholders comprising the JG Summit Group are JG Summit Holdings, Inc. ("JGS") which owns of record 24,255,732 shares, and JG Digital Equity Ventures Inc. or JGDEV (formerly Express Holdings Inc.) which owns 86,723 shares or a total of 24,342,455 shares, representing 11.27% of the outstanding common stock of PLDT. Based on a certification signed by a duly authorized officer of JGS, under the By-Laws of JGS, each of the Chairman of JGS, Mr. James L. Go and President of JGS, Mr. Lance Y Gokongwei is authorized to vote the 24,255,732 common shares of PLDT owned by JGS and to appoint and/or sign proxies in behalf of JGS in connection with the Annual Meeting. Based on Section 2(d) of Article IV of the By-Laws of JGDEV, the Chairman and President, Mr. Lance Gokongwei is authorized to vote the PLDT common shares of JGDEV and to appoint and/or sign proxies in behalf of JGDEV.

<sup>9</sup> PCD Nominee Corporation ("PCD") is the registered owner of shares held by participants in the Philippine Depository and Trust Co. ("PDTC"), a private company organized to implement an automated book entry system of handling securities transactions in the Philippines. Under the PDTC procedures, when an issuer of a PDTC-eligible issue will hold a stockholders' meeting, the PDTC will execute a pro-forma proxy in favor of its participants for the total number of shares in their respective principal securities account as well as for the total number of shares in their client securities account. For the shares held in the principal securities account, the participant concerned is appointed as proxy with full voting rights and powers as registered owner of such shares. For the shares held in the client securities account, the participant concerned is appointed as proxy, with the obligation to constitute a sub-proxy in favor of its clients with full voting and other rights for the number of shares beneficially owned by such clients.

Based on available information, none of the owners of the PLDT common shares registered under the name of PCD, owned more than 5% of PLDT's outstanding common stock as of the Record Date, except, [The Hongkong and Shanghai Banking Corporation Ltd Clients Account], [Citibank N.A.] and [Deutsche Bank Manila Clients Account], which owned approximately [9.23%] and [5.49%], and [5.31%] respectively, of PLDT's outstanding common stock as of such date. PLDT has no knowledge if any beneficial owner of the shares under The Hongkong and Shanghai Banking Corporation Ltd Clients Account and Deutsche Bank Manila Clients Account owned more than 5% of PLDT's outstanding common stock as of the Record Date. This account also includes 7,653,703 PLDT common shares beneficially owned by a Philippine affiliate of First Pacific, and [1,569,793] shares of PLDT common stock beneficially owned by the Social Security System.

<sup>10</sup> JP Morgan Hongkong Nominees Limited (formerly JP Morgan Asset Holdings (HK) Limited) holds shares as nominee of JPMorgan Chase Bank, successor depository under the Common Stock Deposit Agreement, dated October 14, 1994, as amended on February 10, 2003, between JPMorgan Chase Bank and the holders of ADRs, evidencing ADSs, representing shares of common stock of PLDT (the "Deposit Agreement"). Under the Deposit Agreement, if the depository does not receive voting instructions from a holder of ADRs, such holder will be deemed to have instructed the depository to provide a discretionary proxy to a person designated by PLDT for the purpose of exercising the voting rights pertaining to the shares of common stock underlying the ADS of such holder of ADRs, except that no discretionary proxy will be given with respect to any matter as to which substantial opposition exists or which materially and adversely affects the rights of the holders of such ADRs. This account also includes 8,533,253 PLDT common shares underlying ADS beneficially owned by NTT DOCOMO.

<sup>11</sup> In addition to the [9,613,281] common shares owned on record by the Social Security System ("SSS"), SSS also beneficially owns [1,569,793] common shares representing approximately [7.73%] of the outstanding common stock of PLDT registered under the name of PCD Nominee Corporation. The common shares owned by SSS collectively represents [5.18%] of the outstanding common stock of PLDT. Based on a resolution adopted by the Social Security Commission, or SSC, dated [March 11, 2020], [Mr. Manuel L. Argel, Jr., SSC Commissioner], has been authorized to represent and vote the PLDT common shares of SSS in the Annual Meeting.

<sup>12</sup> A wholly-owned company of the Board of Trustees for the Account of the Beneficial Trust Fund Created Pursuant to the Benefit Plan of PLDT Co. Based on a resolution adopted by the Board of Directors of BTF Holdings, Inc., the Chairman of the Board of PLDT has been appointed as proxy or duly authorized representative of BTF Holdings, Inc. to represent and vote the PLDT shares of voting preferred stock of BTF Holdings, Inc in the Annual Meeting.

Except as stated above and in the related footnotes, the Board of Directors and Management of the Company have no knowledge of any other person who, as of the Record Date, was directly or indirectly the beneficial owner of, or who has voting power with respect to, shares comprising more than five percent of the Company's outstanding Common Stock and Voting Preferred Stock as of the Record Date.

## Changes in Control

There has been no change in control of the Company since the beginning of 2020 and the Board of Directors and Management of the Company are not aware of any existing, pending, or potential transaction which may result in such change in control.

## Security Ownership of Directors and Executive Officers

The following table sets forth the number of shares of PLDT Common Stock owned of record and/or beneficially by the directors/independent directors<sup>13</sup> and persons nominated for election as directors/independent directors, Chief Executive Officer and executive officers<sup>14</sup> of the Company, and the percentage of shareholdings of each, as of the Record Date. None of them owns any shares of Voting Preferred Stock.

<b>Title of Class</b>	<b>Name of Beneficial Owner</b>	<b>Citizenship</b>	<b>Amount and Nature of Beneficial Ownership</b>	<b>Percentage of Class</b>
Common	Manuel V. Pangilinan Chairman of the Board President & Chief Executive Officer	Filipino	[271,611] Direct [13,300] Indirect	[0.125713] [0.006156]
Common	Manuel L. Argel, Jr. Director	Filipino	[1] Direct	[0.000000]
Common	Helen Y. Dee Director	Filipino	[98] Direct [24,982] <sup>15</sup> Indirect	[0.000045] [0.011563]
Common	Ray C. Espinosa Director Senior Advisor to President & CEO	Filipino	[13,043] Direct [18,700] Indirect	[0.006037] [0.008655]
Common	James L. Go Director	Filipino	[135,914] Direct [740,240] Indirect	[0.062907] [0.342615]
Common	Shigeki Hayashi Director	Japanese	[1] Direct	[0.000000]
Common	Junichi Igarashi Director	Japanese	[1] Direct	[0.000000]
Common	Bernido H. Liu Independent Director	Filipino	[1] Direct	[0.000000]
Common	Artemio V. Panganiban Independent Director	Filipino	[1] Direct [5,370] Indirect	[0.000000] [0.002485]
Common	Albert F. del Rosario Director	Filipino	[106,780] Direct [35,630] Indirect	[0.049422] [0.016491]
Common	Pedro E. Roxas <sup>13</sup> Independent Director	Filipino	[21] Direct [210] <sup>16</sup> Indirect	[0.000010] [0.000097]

<sup>13</sup> Except for Ms. Ma. Lourdes C. Rausa-Chan and Mr. Pedro E. Roxas, all of the above named directors/independent directors have been nominated for election at the Annual Meeting. Mr. Alfredo S. Panlilio has been nominated for election as director vice Ms. Ma. Lourdes C. Rausa-Chan and Ms. Bernadine T. Siy has been nominated for election as independent director vice Mr. Pedro E. Roxas

<sup>14</sup> As used in this Information Statement, "executive officers" refers to officers with the rank of Senior Vice President and up, and the Chief Revenue Officer, Business Transformation Office Head, Treasurer, Controller and the Corporate Secretary and Chief Governance Officer.

<sup>15</sup> Includes 2,780 shares thru RCBC Trust for the account of Michelle Y. Dee-Santos and 245 shares under the name of Helen Y. Dee, both under PCD Nominee Corporation and 21,957 shares owned by Hydee Management Corporation. As chairperson and president of Hydee Management Corporation, Ms. Dee may exercise the voting right in respect of the 21,957 shares of Hydee Management Corporation.

<sup>16</sup> Trust controlled by Mr. Pedro E. Roxas for his children thru PCD Nominee Corporation.



Common	Marife B. Zamora Director	Filipino	[5] Direct	[0.000002]
Common	Ma. Lourdes C. Rausa-Chan Director <sup>13</sup> Corporate Secretary, Chief Governance Officer	Filipino	[39] Direct [9,761] Indirect	[0.000018] [0.004518]
Common	Bernadine T. Siy Independent Director-Nomineer <sup>13</sup>	Filipino	[1] Direct [] Indirect	[0.000000] []
Common	Alfredo S. Panlilio Director-Nominee <sup>13</sup> Chief Revenue Officer	Filipino	[3,000] Direct [12,505] Indirect	[0.001389] [0.005788]
Common	Anabelle L. Chua Senior Vice President Chief Financial Officer Chief Risk Management Officer	Filipino	[24,378] Indirect	[0.011283]
Common	Victorico P. Vargas Business Transformation Office Head	Filipino	[12,965] Indirect	[0.006001]
Common	Marilyn A. Victorio-Aquino Senior Vice President Chief Legal Counsel	Filipino	[10,300] Indirect	[0.004767]
Common	Gina Marina P. Ordoñez Senior Vice President Chief People Officer	Filipino	[5,141] Indirect	[0.002379]
Common	Mary Rose L. Dela Paz Senior Vice President Chief Procurement Officer	Filipino	[3,260] Indirect	[0.001509]
Common	Mario G. Tamayo Senior Vice President Technology Group Head	Filipino	[6,575] Indirect	[0.003043]
Common	Alejandro O. Caeg Senior Vice President Consumer Sales Head	Filipino	[9,315] Indirect	[0.004311]
Common	Juan Victor I. Hernandez Senior Vice President Enterprise Business	Filipino	[4,733] Indirect	[0.002191]
Common	Menardo G. Jimenez, Jr. Senior Vice President Consumer Business - Home Head	Filipino	[22] Direct [8,022] Indirect	[0.000010] [0.003713]
Common	Leo I. Posadas First Vice President Treasury Head Treasurer	Filipino	[10] Direct [3,055] Indirect	[0.000005] [0.001414]
Common	Gil Samson D. Garcia First Vice President OIC-Financial Reporting and Controllership	Filipino	[33] Indirect	[0.000015]
Common	Directors and Executive Officers (as a group)		[530,549] Direct [948,475] Indirect	[0.245561] [0.438995]

Except for the shareholdings reported above, the Company has not received from any of the abovenamed directors/independent directors, or persons nominated for election as directors/independent directors, Chief Executive Officer and executive officers of the Company, any statement of ownership, whether of record or beneficially, of more than five percent of the Company's outstanding shares of Common Stock as of the Record Date.

## Voting Trust Holders

To the best knowledge of the Board of Directors and Management of the Company, there are no persons who hold more than 5% of the Company's outstanding shares of Common Stock and Voting Preferred Stock under a voting trust or similar agreement.

## DIRECTORS AND OFFICERS

### Term of Office

Each director of the Company holds office until the annual meeting of stockholders held next after his election and his successor shall have been elected and qualified, except in case of death, resignation, disqualification or removal from office. The term of office of the officers is coterminous with that of the Board of Directors that elected or appointed them.

### Nominees for Election as Directors

In accordance with the Company's By-Laws, written nominations for election of directors including independent directors were submitted by certain stockholders to the Board of Directors through the President and Corporate Secretary at the Company's principal place of business at least sixty working days before the date of the Annual Meeting.<sup>17</sup>

The following individuals have been nominated for election as directors/independent directors at the Annual Meeting:

Directors		Independent Directors
Manuel V. Pangilinan Manuel L. Argel, Jr. Helen Y. Dee Ray C. Espinosa James L. Go Shigeki Hayashi Junichi Igarashi Alfredo S. Panlilio Albert F. Del Rosario Marife B. Zamora		Bernido H. Liu Artemio V. Panganiban Bernadine T. Siy

The Governance, Nomination and Sustainability Committee (the "GNSC") of the Board of Directors of the Company composed of Mr. Manuel V. Pangilinan as Chairman, Mr. Junichi Igarashi as member, Mr. Bernido H. Liu, Retired Chief Justice Artemio V. Panganiban and Mr. Pedro E. Roxas as independent members, Ms. Ma. Lourdes C. Rausa-Chan and Ms. Gina Marina P. Ordoñez, as non-voting members, has determined that each of the nominees for election as directors/independent directors at the Annual Meeting, possesses all of the qualifications and has none of the disqualifications for directorship set out in the Company's Amended By-Laws, Manual on Corporate Governance, and the Board of Directors Charter (the "Company Rules"). In addition, the GNSC has determined that each of the independent director-nominees meets the independence criteria set out in SRC Rule 38, the Company Rules, and other standards set by the GNSC. In general, they are not officers or employees of the Company or any of its subsidiaries or substantial shareholders, and they are free from any business or other relationships with the Company or any of its subsidiaries or

<sup>17</sup> Nominations for election of independent directors were made by various individuals and corporate stockholders including, but not limited to, Mr. Alex Aaron A. Rios, Ms. Ma. Theresa. U. Ballelos, Ms. Criselda B. Guhit, Ms. Dinah Rose C. Bala, Mr. Mark David P. Martinez, Ms. Erlinda L. Alvero, Philippine Telecommunications Investment Corporation ("PTIC"), Metro Pacific Resources, Inc. ("MPRI"), NTT DOCOMO, INC ("NTT DOCOMO"), and BTF Holdings, Inc. ("BTFHI"). The nomination letters submitted by the corporate stockholders were signed by Mr. Manuel V. Pangilinan for PTIC and MPRI, Mr. Keisuke Yoshizawa for NTT DOCOMO, and Ms. Anabelle L. Chua for BTFHI. To the best knowledge of the Company, the above-mentioned individual and corporate stockholders have no material business or other relationship or affiliation with any of the nominees for election as independent directors.

substantial shareholders which could, or could reasonably be perceived to, materially interfere with the exercise of their independent judgment in carrying out their responsibilities as independent directors. Each of them has submitted a Certificate of Qualification as required by the Securities and Exchange Commission pursuant to its Notice dated October 20, 2006.

The Amended By-Laws of the Company contain substantially all of the requirements on nomination and election of independent directors set forth in SRC Rule 38.

Pursuant to the Company's Board Diversity Policy, the GNSC also considered that the director/independent director nominees have the appropriate mix and complementation of knowledge, skills, educational and professional background and business experiences. Moreover, there are three (3) female director nominees and a combination of three (3) independent director nominees, eight (8) non-executive director nominees and two (2) executive director nominees. These diversity aspects are deemed important to have an optimally performing Board, which is essential for the attainment of the Company's strategic objectives and sustainable development.

The following are the background information, including business experiences for at least the past five (5) years, of the nominees for election as directors/independent directors. Except for Messrs. Shigeki Hayashi and Junichi Igarashi who are Japanese citizens, all of the other nominees for election as directors/independent directors are Filipino citizens.

1. **[Mr. Manuel V. Pangilinan, 74 years old, has been a director of PLDT since November 24, 1998. He was appointed as Chairman of the Board of Directors of PLDT after serving as its President and Chief Executive Officer from November 1998 to February 2004. Since January 1, 2016, he has held the position of President and Chief Executive Officer of PLDT, and served as President and Chief Executive Officer of Smart Communications, Inc. ("Smart") until August 7, 2019. Mr. Pangilinan is the Chairman of the Governance, Nomination and Sustainability, Executive Compensation, Technology Strategy, and Data Privacy and Information Security Committees of the Board of Directors of PLDT. He also serves as Chairman of Metro Pacific Investments Corporation ("MPIC"), Manila Electric Company ("Meralco"), PXP Energy Corporation and Philex Mining Corporation, and Vice Chairman of Roxas Holdings, Inc., all of which are PSE-listed companies, and of several subsidiaries or affiliates of PLDT or MPIC, including, among others, Smart, Digitel Mobile Philippines, Inc. ("DMPI"), Digital Telecommunications Phils, ("Digitel") PLDT Communications & Energy Ventures, Inc., ePLDT, Inc., Beacon Electric Assets Holdings Inc., Philex Petroleum Corporation, Manila North Tollways Corporation, Maynilad Water Services Corporation, Landco Pacific Corporation, Metro Pacific Hospital Holdings, Inc., Medical Doctors Incorporated (Makati Medical Center), Colinas Verdes Corporation (Cardinal Santos Medical Center), Davao Doctors Incorporated, Riverside Medical Center Incorporated, Our Lady of Lourdes Hospital and Asian Hospital Incorporated. He is also the Chairman of MediaQuest Holdings Inc., TV5 Network, Inc. and PLDT-Smart Foundation.**

**Mr. Pangilinan founded First Pacific Company Limited ("First Pacific"), a Hongkong Stock Exchange-listed company, in 1981 and serves as its Executive Chairman, Managing Director and Chief Executive Officer. Within the First Pacific Group, he also holds the position of President Commissioner of P.T. Indofood Sukses Makmur Tbk, the largest food company in Indonesia.**

**Outside the First Pacific Group, Mr. Pangilinan is the Chairman of the Board of Trustees of San Beda College and Amateur Boxing Association of the Philippines, a governing body of amateur boxers in the country, and the Chairman Emeritus of the Samahang Basketbol ng Pilipinas. He is also the Chairman of Philippine Business for Social Progress, the largest private sector social action organization made up of the country's largest corporations and a Co-Chairman of the Philippine Disaster Resilience Foundation, Inc., a non-stock, non-profit foundation established to formulate and implement a reconstruction strategy to rehabilitate and rebuild areas devastated by floods and other calamities, and of the US-Philippine Business Society, a non-profit society which seeks to broaden the relationship between the United States and the Philippines in the areas of trade, investment, education, foreign and security policies and culture.**

**Mr. Pangilinan has received numerous prestigious awards including the Business Icon Gold Award for having greatly contributed to the Philippine economy through achievements in business and society by Biz News Asia magazine (2008), Global Filipino Executive of the Year for 2010 by Asia CEO Awards, and Philippines Best CEO for 2012 by Finance Asia.**

**Mr. Pangilinan graduated cum laude from the Ateneo de Manila University, with a Bachelor of Arts Degree in Economics. He received his Master's Degree in Business Administration from Wharton School of Finance & Commerce at the University of Pennsylvania, where he was a Procter & Gamble Fellow. He was conferred a Doctor of Humanities Degree (Honoris Causa) by the San Beda College (2002), Xavier University (2007), Holy Angel University (2009) and Far Eastern University (2010).]**

2. **Retired Judge Manuel L. Argel, Jr.**, 71 years old, has been a director of PLDT since January 28, 2020. He is a member of the Social Security Commission, the Governing Board of the Social Security System ("SSS") and shares the responsibility for the governance of the SSS in terms of providing policy directions, monitoring, and overseeing management actions. He is member of the Risk Management and Investment and Audit Committees of the SSC. He also performs quasi-judicial functions through decisions rendered on cases involving SSS coverage, benefits, contributions and penalties.

He started his law career as an associate of private full-service law firms until he formed his own law firm in 1981. While in private practice, Retired Judge Argel was accredited in 1995 as a Voluntary Labor Arbitrator of the National Conciliation and Mediation Board. He also served as President of the Integrated Bar of the Philippines (Ilocos Chapter) from 1993 to 1995, Provincial Secretary of the National Citizens' Movement for Free Elections, Chairman of the Ilocos Sur Local Amnesty Board, and member of the People's Assistance Development Action Center, Inc. His stint in the government started when he was elected as a member of the Sangguniang Bayan of Vigan City in 1980. In 2008, he received the Legislator's award given by the City Government of Vigan in recognition of his accomplishments and contributions as former legislator of Vigan City. In 1995, he was appointed as Regional Trial Court (RTC) Judge of Laoag City, and served as Executive Judge from 2005 to 2007 and Presidential Assistant for Region 1 in the Philippine Judges Association. He retired from the Judiciary in 2015. His record of public service as a judge was marked by a very high degree of competence, integrity, dedication and independence. He obtained his Bachelor of Arts in Philosophy and Bachelor of Laws Degrees from San Beda College.

3. **Ms. Helen Y. Dee**, 77 years old, has been a director of PLDT since June 18, 1986. She is the Chairperson of EEI Corporation, House of Investments, Petro Energy Resources Corporation, Rizal Commercial Banking Corporation, all of which are PSE-listed companies. She is the Chairperson, Vice Chairperson or a director of several companies engaged in banking, insurance and real property businesses, which are listed on [page 21] hereof. Ms. Dee received her Master's Degree in Business Administration from De La Salle University.
4. **Atty. Ray C. Espinosa**, 65 years old, has been a director of PLDT since November 24, 1998, and is a member of the Technology Strategy and Data Privacy and Information Security Committees of the Board of Directors of PLDT. He is Senior Advisor to the President and CEO of PLDT since January 28, 2019. He was PLDT's Chief Corporate Services Officer from December 2016 until January 28, 2019, and previously served as President and CEO of ePLDT Inc. and its subsidiaries from July 2000 until April 2010 and as President and CEO of TV5 Network Inc. and Signal TV Inc. from December 2009 until May 2013. In June 2013, he joined First Pacific Company Limited as Associate Director.

Atty. Espinosa is also the President and CEO of Meralco. He is a director of Roxas Holdings Inc., an independent director of Lepanto Consolidated Mining Company and chairman of its Audit Committee, and an independent director of Maybank Philippines Inc. and chairman of its Risk Management Committee. He is the chairman of the Philstar Group of Companies and BusinessWorld Publication Corporation. He is a trustee of the PLDT-Smart Foundation Inc. and the Beneficial Trust Fund of PLDT.

He has a Master of Laws degree from the University of Michigan School of Law and a Bachelor of Laws degree from the Ateneo de Manila University School of Law, and is a member of the Integrated Bar of the Philippines. He was a partner at SyCip Salazar Hernandez & Gatmaitan from 1982 to 2000, a foreign associate at Covington and Burling (Washington, D.C.) from 1987 to 1988, and a law lecturer at the Ateneo de Manila University School of Law from 1983 to 1985 and 1989. He placed first in the 1982 Philippine Bar Examinations.



5. **Mr. James L. Go**, 82 years old, has been a director of PLDT since November 3, 2011. He is a member of the Technology Strategy and Risk Committees and Advisor of the Audit Committee of the Board of Directors of PLDT. He is the Chairman of JG Summit Holdings, Inc. (JGSHI) and Cebu Air, Inc., the Chairman and Chief Executive Officer of Oriental Petroleum and Minerals Corporation, and the Chairman Emeritus of Universal Robina Corporation, Robinsons Land Corporation, JG Summit Petrochemical Corporation, and JG Summit Olefins Corporation. He is the Vice Chairman of Robinsons Retail Holdings, Inc. and a Director of the Manila Electric Company and Meralco Powergen Corporation. He is also the President and Trustee of the Gokongwei Brothers Foundation, Inc. Mr. Go obtained his Bachelor of Science Degree and Master of Science Degree in Chemical Engineering from Massachusetts Institute of Technology, USA.
  
- 6 **Mr. Shigeki Hayashi**, 53 years, old, has been a director of PLDT since August 10, 2017. He is assigned as the Senior Vice President, Corporate Planning, NTT Ltd Japan Corporation since NTT Group's global reorganization in 2019. He handles corporate strategy and planning of the global business previously operated by NTT Communications Corporation ("NTT Com"). His previous positions in NTT Com were Vice President, Global Business (2016 to 2019), Director-Planning, Global Business (2012 to 2016), Senior Manager-Overseas Business Management, Global Business (2007 to 2012) and Senior Manager-Tax Accounting Division, Accounts and Finance Department (1999 to 2004). He was the Deputy General Manager-Corporate Management Department of NTT Europe Ltd. from 2004 to 2007. Mr. Hayashi obtained his Bachelor of Economics Degree from Osaka University.
  
7. **Mr. Junichi Igarashi**, 57 years old, has been a director of PLDT since August 9, 2018 and is a member of the Governance, Nomination and Sustainability, Executive Compensation, Technology Strategy, Risk, and Data Privacy and Information Security Committees and Advisor of the Audit Committee of the Board of Directors of PLDT. Mr. Igarashi also serves as Chief Operating Advisor of PLDT. From 2016 to 2018, he served as a Director of NTT DOCOMO, Smart Life Business Division in Tokyo, Japan. He developed and sold a language translation & travel mobile application (Jspeak: Japanese – 10 languages) for inbound travelers to Japan. From 2006 to 2016, he represented NTT DOCOMO as a GSMA PSMC (Product & Service Management Committee) member and exchanged strategic views about mobile industry with top 25 largest MNOs. On top of that, from 2013 to 2016, he was assigned in London, UK as General Manager for DOCOMO Europe, Inc. (a subsidiary of NTT DOCOMO) and worked with GSMA executives in GSMA London HQ. From 2006-2013, he served as a Director of NTT DOCOMO, Global Business Division in Japan. He conducted the PoC of WiMax Service in Canada (with Primus Communications, Inc.) and in Singapore (with InterTouch, Inc.). Prior to that, he served as a Director of Business Development and Head of Japanese Corporate Sales Division from 2003-2006 in StarHub, Singapore. Mr. Igarashi received his Master's Degree in Mechanical Engineering from Tokyo University and Master's Degree in Business Administration from the University of Michigan Ann Arbor, USA.
  
8. **Mr. Bernido H. Liu**, 58 years old, has been an independent director of PLDT since September 28, 2015 and is an independent member of the Audit, Governance, Nomination and Sustainability, Executive Compensation, Risk, and Data Privacy and Information Security Committees of the Board of Directors of PLDT. He is the Chairman and Chief Executive Officer of GOLDEN ABC, Incorporated. ("GABC"), a fashion retail company which creates and sells its own clothing, personal care and accessory lines marketed and retailed under a dynamic portfolio of well-differentiated proprietary brands. He is the Group Chairman of LH Paragon Incorporated, a business holdings company which has under its management GABC and other companies in various industries, namely, Matimco Incorporated, Oakridge Realty Development Corporation, Basic Graphics Incorporated, Essentia Medical Group Incorporated, Red Logo Lifestyle Inc., Greentree Food Solutions, Inc., and a director of GABC International Pte Limited (SG) and GABC Singapore Retail Pte Ltd. He is a trustee for Children's Hour Philippines, and until March 27, 2018, was an independent member of the Board of Trustees of the PLDT-SMART Foundation, Inc.

Mr. Liu graduated with a Bachelor of Science Degree in Architecture from the University of San Carlos, Cebu, and completed the Executive Education Owner/President Management Program of the Harvard Business School. Over the years, Mr. Liu and GABC under his leadership have been recognized by different award-giving bodies. Awards include, among others, the Agora Award for Outstanding Achievement in Entrepreneurship from the Philippine Marketing Association, Ten Outstanding Young Men for Entrepreneurship, Global Retailer of the Year from the Philippine Retailers Association and the Department of Trade and Industry, and the ASEAN Business Award of Excellence for Priority Integration Sector in Retail.

9. **Retired Chief Justice Artemio V. Panganiban**, 84 years old, has been an independent director of PLDT since April 23, 2013 and is serving as an independent member of the Audit, Governance, Nomination and Sustainability, and Executive Compensation Committees, and Chairman of the Risk Committee, of the Board of Directors of PLDT. He was appointed as Lead Independent Director effective March 21, 2019. He served as an independent member of the Advisory Board and an independent non-voting member of the Governance and Nomination Committee of the Board of Directors of PLDT from June 9, 2009 to May 6, 2013. Currently, he is also an independent director of Meralco, Petron Corporation, First Philippine Holdings Corporation, Metro Pacific Investments Corporation, Robinsons Land Corporation, GMA Network, GMA Holdings, and Asian Terminals, Inc., and a regular director of Jollibee Foods Corporation, all of which are PSE-listed companies, as well as Senior Adviser of Metropolitan Bank and Trust Company, a member of the Advisory Council of the Bank of the Philippine Islands and an adviser of Double Dragon Properties, Corp. He is also Chairman of the Board of Trustees of the Foundation for Liberty and Prosperity, and of the Board of Advisers of Metrobank Foundation, Inc., a trustee of Tan Yan Kee Foundation and Claudio Teehankee Foundation, President of the Manila Metropolitan Cathedral-Basilica Foundation, a member of the Advisory Board of World Bank (Philippines), Chairman-Emeritus of the Philippine Dispute Resolution Center, Inc., Chairman of the Philippine National Committee of the Asean Law Association, a member of the Permanent Court of Arbitration in The Hague, Netherlands, and a column writer of the Philippine Daily Inquirer.

Hon. Panganiban served the Supreme Court of the Philippines for more than 11 years, first as Associate Justice (October 10, 1995 to December 20, 2005) and later, as Chief Justice (December 21, 2005 to December 6, 2006) during which he sat concurrently as Chairperson of the Presidential Electoral Tribunal, Judicial and Bar Council and Philippine Judicial Academy. He has received over 250 awards in recognition of his role as jurist, practicing lawyer, professor, civic leader, Catholic lay worker and business entrepreneur, including “The Renaissance Jurist of the 21st Century” given by the Supreme Court on the occasion of his retirement from the Court. Hon. Panganiban graduated cum laude from Far Eastern University with a Bachelor of Laws Degree in 1960, and was conferred a Doctor of Laws Degree (Honoris Causa) by the University of Iloilo (1997), Far Eastern University (2002), University of Cebu (2006), Angeles University (2006) and Bulacan State University (2006). He was co-founder and past president of the National Union of Students of the Philippines.

10. **Mr. Alfredo S. Panlilio**, 58 years old, has been the PLDT Group Chief Revenue Officer since July 1, 2019 and the President and CEO of Smart since August 8, 2019. He is also an Advisor of the Data Privacy and Information Security Committee of the Board of Directors of PLDT. He is the President and CEO of Digitel, DMPI and Talas Data Intelligence, Inc., and the Chairman, President and CEO of Asia Netcom Philippines Corporation, Digitel Crossing, Inc., and Mabuhay Investments Corporation, the Chairman and President of Telesat, Inc., ACeS Philippines Cellular Satellite Corporation, and Smart Broadband, Inc., the President of MVP Rewards and Loyalty Solutions, Inc., Airborne Access Corporation, I-Contacts Corporation, PLDT Communications and Energy Ventures, Inc., and Primeworld Digital Systems, Inc., and the Chairman of ePLDT, Inc., ePDS, Inc., IP Converge Data Services, Inc., IPC Rack It Data Center, Inc., Bonifacio Communications Corporation, PLDT Clark Telecom, Inc., PLDT Subic Telecom, Inc., ABM Global Solutions, Inc., Curo Teknika, Inc., PLDT-Maratel, Inc., and PLDT-Philcom, Inc.

He also serves as Director of Signal TV, Inc., Asean Telecom Holdings Sdn. Bhd., PLDT Global Corporation, Chikka Holdings Limited, Connectivity Unlimited Resources Enterprises, Inc., Wifun, Inc., and Vega Group of Companies, Independent Director of CEMEX Holdings Philippines, Inc., Board Member of Makati Central Estate Association, Inc. (MACEA) and Trustee of PLDT-Smart Foundation, Inc., Asian Carrier Conference, Inc., Kapampangan Development Foundation, and Philpop Musicfest Foundation, Inc. He is the President of Samahang Basketbol ng Pilipinas, Inc., MVP Sports Foundation, Inc., First Vice President of Philippine Olympic Committee, Second Vice President of FIBA Asia Central Board, Treasurer of National Golf Association of the Philippines and Manila Golf Country Club, Inc., Philippine Basketball Association Governor for the Meralco Bolts, and a member of the Management Association of the Philippines.

Prior to joining PLDT and Smart, Mr. Panlilio was Meralco’s Senior Vice President and Head of Customer Retail Services and Corporate Communications from September 2010 to June 2019, championing innovation and transformation for the customers. He served as Chairman of Radius Telecoms, Inc., e-Meralco Ventures Inc., Paragon Vertical Corporation, Powersource First Bulacan Solar, Inc. and Pure Meridian Hydropower Corporation. He was also a Vice Chairman of Aclara Meters Philippines, Inc., and director of CIS Bayad Center Inc., Corporate Information

Solutions, Inc., Customer Frontline Solutions, Inc., Meralco Energy, Inc., MRAIL Inc., Miescor, Comstech Integration Alliance, Inc. and MSpectrum, Inc. He was a trustee of One Meralco Foundation, Inc. and Meralco Power Academy, and Associate Board Member of Semiconductor and Electronics Industries in the Philippines, Inc.

Mr. Panlilio was the 2013 CEO Excel Awardee of the International Association of Business Communicators Philippines. He was one of seven finalists in the Rising Star (individual) category of the PLATTS Global Energy Awards 2015 held in New York, and has received multiple local and international awards for customer management and business communication excellence. Mr. Panlilio holds a Bachelor of Science Degree in Business Administration (Computer Information Systems) from California State University-San Francisco State University and obtained his Master in Business Administration at J. L. Kellogg School of Management of Northwestern University/the Hongkong University of Science and Technology.

11. **Ambassador Albert F. del Rosario**, 81 years old, has been a director of PLDT since July 11, 2016 and is a member of the Technology Strategy Committee of the Board of Directors of PLDT. He was the former Secretary of Foreign Affairs of the Philippines from February 2011 to March 2016 and also served as Philippine Ambassador to the United States of America from October 2001 to August 2006. Prior to entering public service, he was on the Board of Directors of various firms. His business career for over four decades has spanned the insurance, banking, real estate, shipping, telecommunications, advertising, consumer products, retail, pharmaceutical and food industries.

Ambassador del Rosario is the Chairman of Philippine Stratbase Consultancy, Inc., Gotuaco del Rosario Insurance Brokers, Inc., Stratbase ADR Institute, Inc., Citizens for Promoting Human Rights, Inc., and a director of Metro Pacific Investments Corporation and Rockwell Land Corporation (both PSE-listed companies), Indra Philippines, Inc., Metro Pacific Tollways Corporation, Two Rivers Pacific Holdings Corporation, Metro Pacific Resources, Inc., Metro Pacific Holdings, Inc., Metro Pacific Asset Holdings, Inc., Philippine Telecommunications Investment Corporation, Enterprise Investments Holdings, Inc. and Asia Insurance (Phil.) Corp. He is also a trustee of the Carlos P. Romulo Foundation for Peace & Development and Philippine Cancer Society, Inc. and a member of Asia Society Global Council and an Advisory Board of CSIS Southeast Asia Program and Metrobank Foundation, Inc.

Ambassador del Rosario received numerous awards and recognition for his valuable contributions to the Philippines and abroad. In September 2004, he was conferred the Order of Sikatuna, Rank of Datu, by H.E. President Gloria Macapagal-Arroyo for his outstanding efforts in promoting foreign relations for the Philippines and the Order of Lakandula with a Rank of Grand Cross (Bayani) for acting as Co-Chair of the 2015 APEC in December 2015. He was a recipient of the EDSA II Presidential Heroes Award in recognition of his work in fostering Philippine democracy in 2001 and the Philippine Army Award from H.E. President Corazon Aquino for his accomplishments as Chairman of the Makati Foundation for Education in 1991. He was awarded as 2013 Professional Chair for Public Service and Governance by Ateneo School of Government and the Metrobank Foundation, 2014 Management Man of the Year by Management Association of the Philippines, 2016 Outstanding Government National Official by Volunteers Against Crime and Corruption (VACC), 2016 Asia CEO Award as Life Contributor, and Manuel L. Quezon Gawad Parangal as Quezon City's Most Outstanding Citizens for 2016. He was elevated to the Xavier Hall of Fame in New York City in 2006. He received the AIM Washington Sycip Distinguished Management Leadership Award in 2011, Doctor of Laws (Honoris Causa) for "principled commitment to democracy, integrity and the rule of law both at home and around the globe" conferred by the College of Mount Saint Vincent, New York City in September 2015, Rotary Club Makati West's First "Albert del Rosario Award" (Tungo sa Makatarungang Pamumuhay) in August 2016, Outstanding Leadership in Diplomatic Service by Miriam College Department of International Studies and Philippine Tatler's Diamond Award both in November 2016. On September 25, 2018, he was conferred the Honorary Degree of Doctor for Humanities by the Ateneo de Manila University for staunchly defending the sovereignty and territorial integrity of the country, raising the standards of economic diplomacy and proactively ensuring the safety and security of overseas Filipinos everywhere. Ambassador del Rosario graduated from New York University with a Bachelor of Science Degree in Economics.

12. **Ms. Bernadine T. Siy**, 62 years old, is an independent director of Cebu Air Inc., a PSE-listed company. She is a director and the President of B289 Properties, Inc., Ramona Holdings Corporation, Interworld Properties Corporation and Glenfield Properties, Inc., the Chairperson of the Board of Directors of Epicurean Partners Exchange Inc. (EPEI), and a director of Fil-Pacific Apparel Corporation (FPAC), Authentic American Apparel Corporation, Coffee Master, Inc. (CMI), Coffee Concepts Corporation, Roasters Phils., Inc., Ruby Jacks Manila, Inc., Futureheads Industries, Inc., Space Modern Incorporated, Vast and Silver Corporation, BWF Holdings, Inc., Core Lifestyle Clothing, Inc., Lauderdale

Corporation, Interworld Properties Corporation, Master Holdings, Corporation, Twin Rivers Holdings, Inc. Goldlink Holdings, Inc., Richfield Inc. and Salomon Realty Corporation. She is the Chairperson of the Board of Trustees of Ateneo de Manila University, a fellow and trustee of Foundation for Economic Freedom, and a member of the Management Association of the Philippines. She previously served as President and Chief Executive Officer of FPAC from 1987 to 1997 and from 2004 to 2013, EPEI Inc. from 1994 to 2011, CMI from 1998 to 2011, and Consultant to the Board of Directors of Development Bank of the Philippines from November 2012 to June 2014. She obtained her Bachelor of Arts Degree in Economics Magna Cum Laude from Ateneo de Manila University and Master's Degree in Management with Majors in Finance and Accounting from J.L. Kellogg Graduate School of Management Northwestern University in Chicago, Illinois, USA.

13. **Ms. Marife B. Zamora**, 68 years old, has been a director of PLDT since November 14, 2016. She is the Chairman of the Board of Willis Towers Watson Insurance Brokers, Inc., and a member of the Board of Trustees of the Asian Institute of Management, ABS-CBN Foundation Inc., and FTW Foundation. She is the President of the UP Sigma Delta Phi Alumnae Association and co-founded the Filipina CEO Circle. She was Chairman of Convergys Philippines until December 2018, Managing Director for Asia Pacific, Europe, Middle East, Africa for Convergys Corporation, and served as the first Country Manager of Convergys Philippines, setting up its first contact center in 2003 and leading its growth as the country's largest private employer. Prior to this, Ms. Zamora served as Managing Director of Headstrong Phils. She was also with IBM Philippines where she held a number of sales, marketing and management positions during her 18-year tenure with the company. She is the 3rd woman President and the 68th President of the Management Association of the Philippines. Honors conferred on Ms. Zamora include the Asia CEO Awards 2011 Global Filipino Executive of the Year, the 'Go Negosyo' Woman STARpreneur Award 2012, and the 100 Most Influential Filipino Women in the World 2013. Ms. Zamora received her Bachelor of Arts Degree (major in Mathematics & History) from the College of the Holy Spirit and studied in the University of the Philippines and the Wharton School of the University of Pennsylvania.

The following is a list of the directorships in private and public companies of the nominee for election as director named below. All directorships of the other nominees for election as directors are included in their respective biographies in the preceding pages.

Name of Director	Names of Companies	
	Public	Private
Helen Y. Dee	EEI Corporation (Regular Director/Chairman) House of Investments (Regular Director/Chairman) Petro Energy Resources Corporation (Regular Director/Chairman) Rizal Commercial Banking Corporation (Regular Director/Chairman)	A.T. Yuchengco, Inc. (Regular Director/Chairman) AY Foundation, Inc. (Regular Director/Chairman) AY Holdings, Inc. (Regular Director/Chairman) ET Yuchengco, Inc. (Regular Director/Chairman) Dee Yu Corporation (Regular Director/Chairman) GPL Holdings, Inc. (Regular Director/President) Hi-Eisai Pharmaceuticals, Inc. (Regular Director/Chairman) Honda Cars, Kaloocan (Regular Director) Honda Cars Philippines, Inc. (Regular Director) Hydee Management & Resource Corp. (Regular Director/Chairman/President) Isuzu Philippines, Inc. (Regular Director) La Funeraria Paz Sucat (Regular Director/Chairman) Landev Corp. (Regular Director/Chairman) Luis Miguel Foods (Regular Director) Luisita Industrial Park Corporation (Regular Director) Malayan Colleges Laguna, Inc. (Trustee) Malayan Colleges Mindanao (A. Mapua School) Inc. (Regular Director/Chairman) Malayan Educational Systems, Inc. (Regular Director/Chairman) Malayan Insurance Co. Inc. (Regular Director/Chairman) Malayan High School of Science, Inc (Regular Director/Chairman) Manila Memorial Park Cemetery, Inc. (Regular Director/Chairman) Mayahin Holdings Corporation (Regular Director/Chairman) MICO Equities, Inc. (Regular Director/Chairman) Mijo Holdings, Inc. (Regular Director/Chairman) Moira Management, Inc. (Regular Director/President) Pan Malayan Express, Inc. (Regular Director/Chairman) Pan Malayan Management and Investment Corporation (Regular Director/Chairman) Pan Malayan Realty Corporation (Regular Director/ Chairman) Petrowind Energy, Inc. (Regular Director/ Chairman) Philippine Business for Education, Inc. (Regular Director/Trustee) Philippine Integrated Advertising Agency, Inc. (Regular Director) Promotions Personalized Inc. (Regular Director/Chairman) RCBC Land, Inc. (Regular Director) RCBC Leasing & Finance Corp (Regular Director/Chairman) RCBC Realty Corporation (Regular Director/Chairman) RCBC Savings Bank (Regular Director/Chairman) Shayamala Corporation (Regular Director/Chairman) Silver Falcon Insurance Agency, Inc. (Regular Director/Chairman) Sunlife Grepa Financial, Inc. (Regular Director/Chairman) Tameena Resources, Inc. (Regular Director/ Chairman) Xamdu Motors, Inc. (Regular Director/Chairman) YGC Corporate Services, Inc. (Regular Director/Chairman)] Y Realty, Inc. (Regular Director) Yuchengco Center, Inc. (Regular Director/Chairman)



## Nominees for Appointment as Officers

The table below sets forth the names, ages, positions and periods of service of the incumbent and/or incoming officers of the Company, all of whom will be nominated for re-election/election at the Organizational Meeting of the Board of Directors following the Annual Meeting. All of the officers of the Company are Filipino citizens.

### Executive Officers

Name	Age	Position	Period during which individual has served as such
Alfredo S. Panlilio	58	Chief Revenue Officer	July 1, 2019 to present
Anabelle L. Chua	60	Chief Financial Officer Chief Risk Management Officer Senior Vice President Corporate Finance and Treasury Head Treasurer	May 18, 2015 to present August 9, 2018 to present February 26, 2002 to present March 1, 1998 to May 17, 2015 February 1, 1999 to May 17, 2015
Victorico P. Vargas	69	Business Transformation Office Head	January 1, 2016 to present
Marilyn A. Victorio-Aquino	65	Chief Legal Counsel Senior Vice President	December 1, 2018 to present January 1, 2019 to present
Gina Marina P. Ordoñez	59	Chief People Officer Senior Vice President	March 21, 2019 to present May 1, 2019 to present
Mary Rose L. Dela Paz	49	Chief Procurement Officer Senior Vice President	July 16, 2019 to present August 6, 2020 to present
Mario G. Tamayo	61	Technology Group Head Senior Vice President	January 1, 2021 to present January 1, 2021 to present
Ma. Lourdes C. Rausa-Chan	67	Corporate Secretary Chief Governance Officer	November 24, 1998 to present March 4, 2008 to present
Alejandro O. Caeg	61	Senior Vice President Consumer Sales Head Consumer Customer Development Head Wireless Consumer Division Sales and Distribution Head International and Carrier Business	January 1, 2012 to present July 31, 2019 to present August 1, 2017 to July 30, 2019  December 1, 2016 to December 31, 2017 March 1, 2009 to November 30, 2016
Juan Victor I. Hernandez	47	Senior Vice President Enterprise Business Head Corporate Business Head	March 23, 2017 to present December 1, 2016 to present August 2009 to November 30, 2016
Menardo G. Jimenez, Jr.	58	Senior Vice President Consumer Business - Home Head Business Transformation Office Deputy Head Human Resources Head and Fixed Line Business Transformation Office Head Business Transformation Office Revenue Team Head Retail Business Head Corporate Communications and Public Affairs Head	December 9, 2004 to present July 31, 2019 to present January 1, 2017 to July 30, 2019 August 1, 2010 to November 30, 2016  January 1, 2008 to July 2010  June 16, 2004 to December 31, 2007 December 1, 2001 to June 15, 2004
Leo I. Posadas	54	First Vice President Treasurer	May 6 2007 to present May 18, 2015 to present
Gil Samson D. Garcia	49	First Vice President OIC-Financial Reporting and Controllershship	November 8, 2018 to present December 1, 2020 to present

### Other Officers

Name	Age	Position	Period during which individual has served as such
Katrina L. Abelarde	45	First Vice President	March 5, 2013 to present
Marco Alejandro T. Borlongan	53	First Vice President	August 30, 2016 to present
Mary Julie C. Carceller	51	First Vice President	July 31, 2019 to present
Bernard H. Castro	56	First Vice President	July 31, 2019 to present
Joan A. De Venecia-Fabul	40	First Vice President	November 5, 2020 to present
Joseph Ian G. Gendrano	44	First Vice President	November 8, 2018 to present
Victor Emmanuel S. Genuino II	49	First Vice President	February 1, 2021 to present

Ma. Criselda B. Guhit	58	First Vice President	November 7, 2019 to present
Leah Camilla R. Besa-Jimenez	46	First Vice President	February 1, 2017 to present
Princesita P. Katigbak	55	First Vice President	November 7, 2019 to present
Albert Mitchell L. Locsin	50	First Vice President	February 7, 2017 to present
Dale M. Ramos	48	First Vice President	November 8, 2018 to present
Angel T. Redoble	47	First Vice President	February 16, 2020
Aileen D. Regio	50	First Vice President	June 8, 2017 to present
Luis S. Renon	51	First Vice President	July 1, 2018 to present
Bernadette C. Salinas	51	First Vice President	November 5, 2020 to present
Victor Y. Tria	51	First Vice President	November 9, 2017 to present
Jude Michael H. Turcuato	49	First Vice President	July 16, 2020 to present
Melissa V. Vergel De Dios	58	First Vice President	March 5, 2013 to present
John Henri C. Yanez	43	First Vice President	November 5, 2020 to present
Catherine Y. Yang	50	First Vice President	July 31, 2020 to present
Maria Cecilia H. Abad	41	Vice President	November 8, 2018 to present
Minerva M. Agas	61	Vice President	September 1, 2016 to present
Benedict Patrick V. Alcoseba	44	Vice President	August 30, 2016 to present
Cecille M. Alzona	44	Vice President	November 1, 2020 to present
Elizabeth S. Andojar	55	Vice President	November 8, 2018 to present
Roy Victor E. Añonuevo	45	Vice President	November 7, 2019 to present
Tito Rodolfo B. Aquino, Jr.	53	Vice President	November 8, 2018 to present
Mitchie M. Arcaina	42	Vice President	June 17, 2019 to present
Jerameel A. Azurin	52	Vice President	August 30, 2016 to present
Francis A. Bautista	44	Vice President	November 5, 2020 to present
Rafael M. Bejar	63	Vice President	March 3, 2009 to present
Dianne M. Blanco	39	Vice President	January 16, 2020 to present
Wilson S. Bobier	53	Vice President	November 7, 2019 to present
Luis Gregorio D. Casas	37	Vice President	November 7, 2019 to present
Joseph Michael Vincent G. Co	42	Vice President	August 1, 2020 to present
Ma. Monica M. Consing	53	Vice President	January 7, 2019 to present
Branden B. Dean	45	Vice President	May 1, 2020 to present
Aniceto M. Franco III	55	Vice President	January 16, 2019 to present
Gene S. De Guzman	59	Vice President	September 30, 2014 to present
John John R. Gonzales	52	Vice President	June 1, 2013 to present
Leonard A. Gonzales	41	Vice President	September 1, 2020 to present
Silverio S. Ibay, Jr.	49	Vice President	November 9, 2017 to present
Gary F. Ignacio	50	Vice President	November 9, 2017 to present
Marven S. Jardiel	53	Vice President	March 26, 2010 to present
Alexander S. Kibanoff	57	Vice President	March 3, 2009 to present
Javier C. Lagdameo	56	Vice President	March 3, 2009 to present
Joseph Henry S. Lebumfacil	45	Vice President	November 1, 2020 to present
Armando Dodjie T. Lim	56	Vice President	November 5, 2020 to present
Czar Christopher S. Lopez	53	Vice President	November 9, 2017 to present
Paolo Jose C. Lopez	50	Vice President	January 27, 2015 to present
Ma. Carmela F. Luque	53	Vice President	March 5, 2013 to present
Loreevi Gail O. Mercado	43	Vice President	October 16, 2020 to present
Oliver Carlos G. Odulio	50	Vice President	March 6, 2007 to present
Johnston Prince W. Ong	38	Vice President	March 16, 2020 to present
Carlo S. Ople	38	Vice President	December 1, 2016 to present
Charles Louis L. Orcena	48	Vice President	July 9, 2018 to present
Serviliano L. Padiz, Jr.	56	Vice President	November 5, 2020 to present
Raymond A. Racho	57	Vice President	November 7, 2019 to present
Genaro C. Sanchez	59	Vice President	January 25, 2005 to present
Maria Christina C. Semira	50	Vice President	November 9, 2017 to present
Ma. Merceditas T. Siapatco	56	Vice President	November 16, 2017 to present
Arvin L. Siena	48	Vice President	August 30, 2016 to present
Carla Elena A. Tabuena	50	Vice President	March 23, 2017 to present
Ma. Magdalene A. Tan	45	Vice President	November 5, 2020 to present
Patrick S. Tang	48	Vice President	August 31, 2010 to present
Jecyn Aimee C. Teng	39	Vice President	November 8, 2018 to present
Milan M. Topacio	55	Vice President	November 7, 2019 to present
Radames Vittorio B. Zalameda	47	Vice President	January 1, 2018 to present

**Ms. Anabelle L. Chua**, Chief Financial Officer and Chief Risk Management Officer of the PLDT Group, is also concurrently the Chief Financial Officer of Smart. She holds directorships in several subsidiaries of PLDT, Smart, Digitel, as well as in Voyager Innovations and PayMaya Philippines. She is a member of the Board of Directors and Audit Committee of the Philippine Stock Exchange and Securities Clearing Corporation of the Philippines. She is also a member of the Board of Directors of Meralco, where she chairs the Finance Committee and is a member of the Audit, Risk and Nomination and Governance Committees. Further, Ms. Chua is a director of the Philippine Telecommunications Investment Corporation and a member of the Board of Trustees of the PLDT-Smart Foundation and PLDT Beneficial Trust Fund (“PLDT-BTF”), and a director of the companies owned by PLDT-BTF. Ms. Chua has over 30 years of experience in the areas of corporate finance, treasury, financial control and credit risk management and was a Vice President at Citibank, N.A. where she worked for 10 years prior to joining PLDT in 1998. She graduated magna cum laude from the University of the Philippines with a Bachelor of Science Degree in Business Administration and Accountancy.

**Mr. Victorico P. Vargas**, Business Transformation Office Head, is an Associate Director of First Pacific since January 2016, overseeing First Pacific Group businesses operating in the Philippines and its region, with particular focus on leading the Business Transformation of PLDT. Prior thereto, Mr. Vargas was the President and Chief Executive Officer of Maynilad Water Services, Inc. since August 2010. He joined PLDT in 2000 as its Human Resources Group Head and through his stay at PLDT got involved in managing the PLDT Business Transformation Office, Asset Protection and Management Group, and the PLDT International Carrier Business. He has worked in senior roles at Union Carbide, Pepsi Cola, Colgate Palmolive and Citibank, NA (both in Manila and in Southeast Asia). He is a director of Meralco, Smart Communications Inc., PLDT Global Inc., PLDT Subic Telecom, Inc. and PLDT Clark Telecom, Inc., President and Member of the Board of Trustees of the First Pacific Leadership Academy, Trustee of the MVP Sports Foundation, PLDT-Smart Foundation, Inc. and Ideospace Foundation and President of the PhilPop Music Fest Foundation. Mr. Vargas was educated at Ateneo de Manila and University of Santo Tomas with a Bachelor of Science Degree in Psychology.

**Atty. Marilyn A. Victorio-Aquino**, Chief Legal Counsel, joined First Pacific Company Limited (“First Pacific”) in 2012 as Assistant Director. She holds various positions in Philippine subsidiaries and affiliates of First Pacific and Metro Pacific Investments Corporation (an affiliate of First Pacific), including President of First Coconut Manufacturing Inc., and director of Philex Mining Corporation, PXP Energy Corporation and Lepanto Consolidated Mining Company, which are PSE-listed companies, Philex Gold Philippines, Inc., Silangan Mindanao Mining Company, Inc. and Maynilad Water Services, Inc.

Prior to joining First Pacific, Atty. Victorio-Aquino retired as a Senior Partner at SyCip Salazar Hernandez and Gatmaitan Law Offices (SyCipLaw). She joined SyCipLaw in 1980 and was admitted as Partner in 1989. Her practice areas were mining and natural resources, investments, mergers and acquisitions, construction and infrastructure, and project finance and securities, where she acted as legal counsel and represented local and foreign clients in respect of some of the largest projects and transactions in the Philippines.

Atty. Victorio-Aquino graduated cum laude (class salutatorian) from the University of the Philippines with a Bachelor of Laws Degree in 1980, placed second in the Philippine Bar Examinations and was admitted to the Philippine Bar in 1981. She obtained her Bachelor of Arts Degree from the University of Santo Tomas. She is a member of the International Pacific Bar Association, Women Lawyers Circle, Federacion Internacional de Abogadas, Philippine Bar Association and Integrated Bar of the Philippines.

**[Ms. Gina Marina P. Ordoñez, is Chief People Officer for PLDT and Smart Communications where she drives the effective implementation of people strategies, employee services, HR business partnering and centers of excellence. She ensures a people-centric and quality-driven environment across the company through optimized organizational structures, policies, processes and analytics. She participated in the development and execution of the PLDT Group Talent Management strategy, ensuring alignment with present and future business requirements. Ms. Ordoñez joined the PLDT Group in 2016 under the Business Transformation Office (BTO) and later assumed the Smart People Group Head role before moving back to BTO in 2017 to head Process and Quality Management. Under the MVP Group of Companies, she was appointed Vice President for Service Operations and Quality Management at Makati Medical Center. She also served as Head of Customer Experience for Consumer Banking in Citibank where she held various leadership positions for 16 years and where she was certified Six Sigma Black Belt professional.]**

**Ms. Ordoñez is a registered Corporate Coach and Quality Management Consultant who is certified to run coaching clinics. She completed her professional training from Coach U and is currently a member of the International Coach Federation. She has over 20 years of experience in People, Process and Quality Management leadership**

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**Ms. Mary Rose L. Dela Paz**, Chief Procurement Officer, was PLDT-Smart Program Director for the Business Transformation Office (Technology, Transformation Program Management) from August 2016 until June 2019. She also served as Smart's Vice President for Supply Chain from April 2009 to May 2014, and for Program Management in Technology Services and New Business Streams from 2000 to 2009. She held various positions in the field of marketing in Smart when she joined the company in 1998. Ms. Dela Paz obtained her Bachelor of Arts Degree in Economics from the University of the Philippines.

**Mr. Mario G. Tamayo**, Technology Group Head and concurrent Network Planning and Engineering Head, has over 26 years experience in the areas of network planning and engineering, and network build and operations. He was the Senior Vice President and Head of Network Planning & Engineering of Smart and concurrent Officer-in-Charge of Technology of PLDT Group and Smart prior to his appointment in PLDT. He started his career as Shift Engineer for Switch Operations of Eastern Telecommunications Philippines, Inc. in June 1982 and stayed on until December 1994. In January 1995, he joined Smart as Manager for International Gateway Facility, and subsequently held various management roles which include mobile core network planning, build and operations, operations and maintenance of wireless access networks and transmission networks. Mr. Tamayo graduated with a Bachelor of Science Degree in electronics & Communications Engineering from the University of Santo Tomas.

**Ms. Ma. Lourdes C. Rausa-Chan**, has been serving as Corporate Secretary and Chief Governance Officer since November 1998 and March 2008, respectively. She has been a director of PLDT since March 29, 2011 and will continue to serve as such until the expiration of her term immediately prior to the Annual Meeting. She was the Head of Corporate Affairs and Legal Services until November 30, 2018. She is a director and the Corporate Secretary of ePLDT, PLDT Global Investments Holdings, Inc., PLDT Communications and Energy Ventures, Inc., ACeS Philippines Cellular Satellite Corporation and Mabuhay Investments Corporation, and also serves as Corporate Secretary of several other subsidiaries of PLDT, and of PLDT-Smart Foundation Inc. and Philippine Disaster Resilience Foundation, Inc. Prior to joining PLDT, she was the Group Vice President for Legal Affairs of Metro Pacific Corporation and the Corporate Secretary of some of its subsidiaries. Ms. Rausa-Chan received her Bachelor of Arts Degree in Political Science and Bachelor of Laws Degree from the University of the Philippines.

**Alejandro O. Caeg**, is the Head of PLDT and Smart Consumer Sales Group and a member of the Smart Management Committee. Currently, he is a director of PLDT Global Corporation and was its CEO from 2010 to 2017, a director of MVP Rewards & Loyalty Solutions from 2019, and a director of Inspiro Philippines from 2018. He previously served as Head of Wireless Consumer Sales and Distribution of Smart from 2016 to 2017, Head of International & Carrier Business from 2009 until 2016, and PLDT's representative to the ITW Global Leaders Forum as well as to the Pacific Telecommunications Council. He was Smart's representative to the Conexus Mobile Alliance (one of Asia's largest cellular roaming alliances), where he was also designated as its Deputy Chairman until 2012 and eventually as Conexus Chairman until 2014. Prior to joining PLDT in 2009, he was appointed by PT Smart Telecom Tbk (Indonesia) as its Chief Commercial Strategy Officer from July to December 2008 and as Chief Commercial Officer from 2006 to 2008. Since joining Smart in 1993, he has held various sales, marketing and customer experience-related positions including that of Group Head of Sales and Distribution (2003-2005), Group Head of Customer Care and National Wireless Centers (1998-2001) and Marketing Head of International Gateway Facilities and Local Exchange Carrier (1997-1998). He also served as CEO of Telecommunications Distributors Specialist, Inc. (TSI) in 2002 and as Chief Operations Adviser of I-Contacts Corporation (Smart's Call Center subsidiary) from 2001 to 2002. Mr. Caeg graduated with a Bachelor's Degree in AB Applied Economics and obtained MBA credits from De La Salle University.

**Mr. Juan Victor I. Hernandez**, Head of Enterprise Business Group of PLDT and Smart, the segment that serves the small, medium, large and top tier enterprises in the Philippines, concurrently serves as the President & CEO of ePLDT, as well as its subsidiaries namely, AGS Inc., ePDS, Inc. and Curroteknika, Inc. He is the President of Bonifacio Cable Corporation, director and head of the enterprise business of PLDT Global Corporation, with presence in the United States, United Kingdom, Hongkong, Singapore and Australia. Mr. Hernandez is a trustee of IT and Business Processing Association of the Philippines (IBPAP), Chairman of the Board of Asian Carriers Conference Inc., director of ACASIA Communications Sdn Bhd, and Board Adviser of the Semiconductor and Electronics Industries in the Philippines Foundation, Inc. (SEIPI). He obtained his Bachelor of Science Degree in Agricultural Economics from the University of the Philippines and Master's Degree in Business Management from the Asian Institute of Management.

**Mr. Menardo G. Jimenez, Jr.**, Head of Consumer Business – Home, joined PLDT in December 2001 and served in various capacities as Corporate Communications and Public Affairs Head, Retail Business Head, Human Resources Group Head and Fixed Line Business Transformation Office Head. He holds directorships in several subsidiaries of PLDT. Prior to joining PLDT, he had a stint at GMA Network, Inc., where he served as head of a creative services and network promotions. Mr. Jimenez received his AB Economics Degree from the University of the Philippines.

**Mr. Leo I. Posadas**, Treasurer of the PLDT Group and concurrent Treasury Head of PLDT and Smart, handles the treasury management and treasury operations of several companies under the PLDT Group. He is a director and Treasurer of PLDT Global Investments Holdings, a director and Vice President for Treasury of Mabuhay Investments Corporation, and the Treasurer of the Vega Telecom group. He is the Chief Financial Officer of PLDT Global Corporation. He is also the Treasurer of Smart, ePLDT, Digital Telecommunications, Digitel Mobile, PLDT-Smart Foundation and several other subsidiaries of PLDT and Smart. Prior to joining PLDT in September 2000, he served as Treasury Manager of Total Petroleum Philippines, and as Manager for Foreign Exchange Management of San Miguel Corporation. Mr. Posadas received his Bachelor of Arts Degree in Economics and Bachelor of Science Degree in Commerce Major in Management of Financial Institutions from De La Salle University.

**Mr. Gil Samson D. Garcia**, appointed Officer-in-Charge of Financial Reporting and Controllershship effective December 1, 2020, is concurrently the Group Chief Financial Officer (CFO) of ePLDT since May 2015 which includes ePLDT, Inc., Curo Teknika (Curo), ABM Global Solutions Inc.(AGS), IP Converge Data Services, Inc.(IPC), IPC RACK I.T. Data Center, Inc.(RACK IT), and ePDS, Inc. (ePDS). He has been the CFO of MVP Rewards & Loyalty Solutions, Inc. (MRSI) since September 2018, and director of ePDS since June 2019. He served as CFO of Curo, AGS, IPC and RACK IT from May 2015 to August 2019. He joined PLDT in February 2007 as Assistant Vice President for Financial Reporting and Controllershship and Head of Revenue and Cash Accounting (RevCash) until March 2010, and as Vice President until June 2010. His role was expanded as Head of Revenue Management and Cash (RevManCash) from July 2010 to October 2018, and was promoted to First Vice President in November 2018. Prior to joining PLDT, he was a Senior Director of the Business Risk Services Group of SGV & Co. / Ernst & Young until January 2007, where he started his career in November 1992, gaining a wide-range of experiences in various industries, here and abroad, both for public and private sectors, in external audit, internal audit, finance / accounting, business process review and advisory, Sarbanes-Oxley (SOX) 404 / 302 evaluation & consultancy, risk management, corporate governance, and business fraud investigation, and fraud prevention and detection, among others. Mr. Garcia graduated Cum Laude from the University of Santo Tomas with a Bachelor of Science Degree in Commerce, Major in Accounting. He is a Certified Public Accountant (CPA), and a globally Certified Internal Auditor (CIA) and Certified Fraud Examiner (CFE). He completed the Management Development Program in Asian Institute of Management School of Executive Education in cooperation with PLDT & Smart in August 2016, and the High Potential Program / Leadership Talent Assessment facilitated by Development Dimensions International in October 2020.

**Ms. Katrina L. Abelarde**, Head of International and Carrier Business and Strategic Partnership & Corporate Development, is concurrently the President of PLDT Global Corporation. She is responsible for ensuring the PLDT Group's prominence in the International Telecoms space by ensuring strong partnerships are built across the Global Telco ecosystem and taking active participation in consortia, alongside other players. She likewise drives strategy formulation and execution for this segment. Prior to this assignment, she served as Wireless Consumer Operations Head in 2016. She also established the Small and Medium Enterprise Business in 2008 and held a number of Commercial positions under the Corporate Business Segment since she joined the Group in 2000.

Prior to joining PLDT, she served as Relationship Management Lead under Equities Group of Standard Chartered Bank from 1996 to 1997, Senior Sales Manager of Makati Shangri-la Manila from 1997 to 2000. She obtained her AB-Interdisciplinary Studies Degree from the Ateneo de Manila University and has taken leadership courses at the Wharton School of Business and the Swedish Institute of Management.

**Mr. Marco Alejandro T. Borlongan**, Consumer Business Operations Management Head, joined the Company in March 2007 as Assistant Vice President in the Consumer Affairs Group. He has held several management positions in the Company: as Customer Care Head from July 2007 to December 2010; as Customer Service Operations Management Head from January 2011 to October 15, 2017 and concurrent Home Sales and Distribution Head from July 1, 2015 to October 15, 2017; as Home Business Operations Head from November 2017 to August 2018; and as Consumer Experience Head from August 2018 to August 2019.



He holds directorship in some subsidiaries of PLDT. Prior to joining PLDT, he served as Group Manager of Metro Pacific Corporation; Executive Vice President and Chief Operating Officer of Nation Broadcasting Corporation; and Mortgage Operations Head of United Savings Bank in California, U.S.A.

He obtained his Bachelor of Science Degree in Industrial Management Engineering from De La Salle University, Manila.

**Ms. Mary Julie C. Carceller**, Strategic Program Management Head, has over 23 years of experience in customer experience, marketing, and events execution for consumer and business markets. She served as Vice President of Smart for 17 years, ranging from handling (a) Multi-Segment Marketing from 2016 to 2017, (b) Smart Infinity Business from 2004 to 2017, and (c) Corporate Business Group and PR Management Group from 2002 to 2006. She obtained her Bachelor of Arts Degree in Mass Communications, Major in Marketing, Advertising, and Public Relations from the Assumption College and, in 2018, completed the Advance Management Program of the Wharton School of Business, University of Pennsylvania.

**Mr. Bernard H. Castro**, Consumer Business Fulfillment Management Head, was the Vice President and South Distribution Services Head of Meralco from January 2016 until July 2019. His past positions in Meralco were Vice President and Central Distribution Services Head from April 2014 to January 2016, Manager and Manila Sector Head from July 2012 to April 2014, Manager and Metering Security Head from February 2002 to July 2012. Mr. Castro obtained his Bachelor of Science Degree in Electrical Engineering from Mapua Institute of Technology.

**Atty. Joan A. De Venecia-Fabul**, Deputy Chief Legal Counsel and Legal Practice Head, was the Vice President and General Counsel of listed company Philex Mining Corporation from August 2015 to March 2019, and was concurrently its Data Protection Officer from August 2017 and Head of Human Resources from January 2019. She was the Vice President for the Public Relations and Information Services Group of the Home Development Mutual Fund from August 2013 to July 2015, and, prior to that, was Senior Associate at SyCip Salazar Hernandez & Gatmaitan, where she started her legal career.

Atty. De Venecia-Fabul is a professional lecturer at the University of the Philippines College of Law, teaching Public International Law, as well as a regular lecturer in Mandatory Continuing Legal Education seminars. She graduated from the Ateneo de Manila University in 2001 with a Bachelor's Degree in Legal Management. She obtained her Bachelor of Laws degree from the University of the Philippines in 2005 as class valedictorian, cum laude, and Academic Excellence Awardee, and topped the Philippine Bar exam that same year. She holds a Master of Laws in International Legal Studies from New York University under a Fulbright Scholarship and Hugo Grotius Scholarship.

**Mr. Joseph Ian G. Gendrano**, Enterprise Core Business Solutions Head, and concurrently Deputy Data Privacy Officer, has been in PLDT's service since May 2013. Prior to joining PLDT, he worked with Verizon Business, Cisco Systems and Goldman Sachs in the United States. He has held technical, sales, consulting and leadership roles in these organizations as well as gained industry experience in the global financial services vertical. He served as Vice President of Goldman Sachs' Network Voice and Multimedia Division and Chief Architect for Unified Communications platforms. Mr. Gendrano obtained his Bachelor of Science Degree in Electronics and Communications Engineering from De La Salle University and Master of Science Degree in Electrical Engineering, Major in Telecommunications and Networking from the University of Pennsylvania.

**Mr. Victor Emmanuel S. Genuino II**, Senior BTO Officer, is a general management professional with 27 years of local and international experience running divisions and companies in both the energy and telecommunications industries. He was the First Vice President and Head, Customer Retail Services and Corporate Communications of Manila Electric Company (Meralco) and concurrently President & CEO of Meralco Energy Inc. and Spectrum from July 2019 to August 2020. He also served as Vice President and Head, Corporate Business of Meralco from January 2011 to July 2019. Prior thereto, he was the General Manager, Hong Kong of PLDT Global Corporation from May 2005 to January 2011, Trade Marketing Director (ASEAN, India, Pacific) of Siemens Singapore Pte., Ltd. from 2003 to 2005, Marketing Director (Asia Pacific) of Sendo Singapore Pte., Ltd. from 2001 to 2003, Regional Marketing Director (ASEAN) of Philips Electronics Singapore (Consumer Communications) from 2000 to 2001, Country Manager, Philippines of Philips Electronics (Consumer Communications) from 1998 to 2000, and Marketing Manager of Philips Electronics (Consumer Communications) from 1996 to 1998.

Mr. Genuino obtained his Bachelor of Science Degree in A.B. Interdisciplinary Studies from Ateneo de Manila University and Master in Business Administration from J.L. Kellogg School of Management at Northwestern University and the Hong Kong University of Science and Technology.

**Atty. Ma. Criselda B. Guhit**, Tax Management and Advocacy Head, has been in PLDT's service since January 2000 and served as Tax Compliance Center Head until February 2001 and Coordinator of the Tax Management Sector until February 2006. She is a director of Mabuhay Investments Corporation. Prior to joining PLDT, she was the Senior Manager for Tax Affairs of Metro Pacific Corporation. Atty. Guhit is both a Certified Public Accountant and a lawyer. She obtained her Juris Doctor Degree from the Ateneo de Manila University.

**Ms. Leah Camilla R. Besa-Jimenez**, Chief Data Privacy Officer and Data Privacy and Information Security Governance Head, has 25 years of experience in data privacy, digital, data, CRM/CVM (focusing on data analytics, datawarehouse, and loyalty & retention), marketing, media, product and social. Prior to her appointment in PLDT, she served as Consultant – CVM (CCM & Loyalty) and Digital Engagement of Smart. She also served as a First Vice President/Group Head of Smart for Digital Media from September 2012, and for Media Convergence from June 2013 to May 2015. Her other previous employments include Chief Executive Officer of Starcom Mediavest Group Manila, Philippines from May 2015 to December 2016, Managing Director of Netbooster Asia, Inc. (now called Movent, a GroupM Company) from January 2011 to August 2012 and General Manager of Proximity Philippines from March 2006 to December 2010. She also served as Head-Wireless CRM (Core Wireless Member) of Globe Telecom from 2003 to March 2006. She obtained her Bachelor of Arts Degree in Communications Arts and Bachelor of Science Degree in Commerce Major in Marketing Management from De La Salle University. She is also a Certified Information Privacy Manager.

**Ms. Princesita P. Katigbak**, National Key Account Group Head, has been in PLDT's service for over 19 years. She served as Corporate Relationship Management E Head until December 14, 2016 and as Corporate Customer Services Staff until September 2000. She held various positions in Enterprise Sales such as Industry Sales Head for Corporate Large Account 1-Transportation and Carrier Services from 2000 to 2003, Access Business until 2005, Broadband Business until October 2007, and Corporate Relationship Management. Prior to joining PLDT, she served as SNMI Division Sales Manager-NCR District Sales Manager for Smart and Smart-NTT Multimedia. She obtained her Bachelor of Science Degree in Psychology and Bachelor of Arts Degree in Guidance and Counseling from St. Scholastica's College.

**Mr. Albert Mitchell L. Locsin**, Enterprise Revenue Group 2 Head, joined the Company in 2011 and served as Vice President and Corporate Relationship Management Head for outsourcing and offshoring industry until December 2015, when he was promoted to head the small and medium business group of PLDT SME Nation. He holds directorships in some PLDT subsidiaries. He has over 23 years of management experience and over 8 years of Business Process Outsource/Information Technology management practice. He was the Global Business Development Executive of Logica Philippines from March 2008 to May 2011, Managing Consultant of People2Outsource, Incorporated from August 2006 to March 2011 and Executive Director of the Business Processing Association of the Philippines from June 2005 to March 2008. He was awarded the Philippine ICT Individual Contributor of the Year in 2008 by the ICT International Awards Group. Mr. Locsin obtained his Bachelor of Science Degree in Business Administration from the College of Notre Dame in Belmont, California, U.S.A. and completed the Mentor Management Program under the Harvard Business School eLearning Program.

**Mr. Dale M. Ramos**, Network Build Head, was the Project Director-Network PMO of Bell Telecommunications Philippines, Inc. prior to joining PLDT in September 2016. His other past positions include Assistant Vice President of Base Station Project/Operations of HKT Limited (Hongkong), Senior Manager-Base Operations of CSL Limited (Hongkong), Roll-out Manager (USA, Hongkong), Network Operations and Integration Senior Engineer (USA) and Field Manager (China, Brazil, Philippines) of Nokia-Siemens Network, and BSS Operation and Maintenance Engineer of Total Access Communication (Thailand). He is a Certified Practicing Project Manager (Australian Institute of Project Management) and a licensed Electronics and Communications Engineer. He obtained his Bachelor of Science Degree in Electronics and Communications Engineering from Mapua Institute of Technology.

**Mr. Angel T. Redoble**, Chief Information Security Officer, has over 20 years of local and international experience in the field of cyber security. Prior to his appointment in PLDT in February 2020, he served as the Group Chief Information Security Officer of ePLDT, Inc. Previously, he was the Senior Consultant of the Homeland Security Department of Indra Sistemas in Madrid, Spain, and later became a Consultant at the Office of the Assistant Chief of Staff for Communications Electronics and Information Service of the Philippine Army.

Mr. Redoble is the Chairman and Founding President of the Philippine Institute of Cyber Security Professionals, and the Vice Chairman for External Affairs of the Philippine National Police National Advisory Group for Police Transformation and Development. He is a regular lecturer at the National Defense College of the Philippines on the topics Cyber Security and

Cyber Warfare focusing on national security threats and international policies. He has received several awards including the 2013 ISC2 (International Information System Security Certification Consortium, Inc.) Asia Pacific Information Security Leadership Achievement (ISLA) Award, 2013 PNP Award for his contribution in combating cybercrime, and the 2016 PNP Crime Laboratory Group Award. He graduated with a Bachelor of Science Degree in Electrical Engineering from Cebu Institute of Technology and obtained a Master of Arts Degree in Information Security Management from UPSAM-ASIMILEC in Madrid, Spain.

**Atty. Aileen D. Regio**, was appointed as Head of Regulatory and Strategic Affairs (RSA) effective October 16, 2019. Concurrent with her functions in PLDT, she had been tasked to act as co-General Manager of the Vega Telecom, Inc. Group of Companies (formerly the “SMC Telco Group”) including Bell Telecommunications, Inc., Tori Spectrum, Inc. (formerly Wi-Tribe Telecoms Inc.), Hi Frequency Telecommunications, Inc., CobaltPoint Telecom, Inc., Dominer Pointe, Inc., Somite Logistics & Development Corp. and co-Coordinator of Eastern Telecommunications Phils., Inc. and Telecommunications Technologies Phils., Inc. Prior to this, she was Head of Contracts Management and Governance and Regulatory Operations of PLDT. She used to be Staff Officer of Business Transformation Office after heading the following organizational units in the PLDT Group also: Head –Supply Chain Planning and Procurement (PLDT); Supply Chain Performance and Risk Management (PLDT/Smart); Regulatory Strategy (PLDT); General Legal Services and Legal Services-Business Contracts (PLDT). She also served as Corporate Secretary of some subsidiaries and affiliates of PLDT, namely, Digital Telecommunications Phils., Inc. (Digitel), its subsidiary Digitel Mobile Philippines, Inc. (“DMPI”), PLDT-Philcom, Datelco Global Communications, Inc. and Metro Kidapawan Telephone Corporation, and as Assistant Corporate Secretary of Mabuhay Satellite Corporation, ACeS Philippines Cellular Satellite Corporation and Telesat, Inc.

Prior to joining PLDT, she was an associate of SGV & Co specializing in local and international taxation and corporate mergers and acquisitions. She obtained her Bachelor of Science Degree in Business Administration Major in Accounting (magna cum laude) from Pamantasan ng Lungsod ng Maynila and Bachelor of Laws Degree from Lyceum of the Philippines.

**Mr. Luis S. Reñon**, Internal Audit Group Head, joined PLDT in July 2018. Prior thereto, he was the Emerging Markets Chief Finance Officer of Pfizer Inc. handling teams across the Philippines, Thailand, Malaysia, Indonesia, Vietnam, and Pakistan. He started his professional career in the Audit and Business Advisory Division of Ernst & Young Manila and Singapore for six years. He then moved to Novartis Asia Pacific in Singapore as Regional Auditor and Team Leader, managing APAC auditors in conducting business review and compliance test of operations in Asia Pacific and Europe. He moved back to the Philippines in 2000 where he became the Head of Finance, Administration and Operations of Novartis’ Animal Health Business Unit. He pursued a rewarding career in Wyeth Philippines and Pfizer, Inc., where he took on various roles with increasing responsibilities in Strategic Planning and Business Finance, as Pfizer’s Country CFO in 2011 during the Pfizer-Wyeth integration and as Emerging Markets CFO in 2014. Mr. Reñon is a Certified Public Accountant. He completed his Bachelor’s Degree in Commerce, Major in Accounting at Araullo University, and his Master’s Degree in Business Administration at the Ateneo de Manila University, where he garnered the Gold Medalist Award. He attended the Management Development Program of the Asian Institute of Management in 2005 and the Financial Excellence Program of Harvard Business School in 2002.

**Ms. Bernadette C. Salinas**, BTO Process Innovation Head, worked in Smart for 16 years from May 2003 to December 2019, as Senior Manager or Head of various departments. She was the Department Head/Vice President-Business Transformation Office from March 2017 to December 2019, Department Head/Vice President - Enterprise Process and Quality Management (August 16, 2012 to February 28, 2017), Commercial Business Planning (August 1, 2016 to February 28, 2017), Customer Experience Strategy and Operations (August 16, 2015 to July 31, 2016), and Customer Value Chain (July 16, 2013 to October 15, 2014). She also served as Senior Manager/Department Head under the Technology Group/Systems, Processes, and Quality Assurance. Ms. Salinas graduated with a Bachelor of Science Degree in Mathematics from the University of Santo Tomas.

**Mr. Victor Y. Tria**, Enterprise Revenue Group 1 Head, also serves as Head of the Enterprise Business of PLDT Global with presence in the United States, United Kingdom, Hongkong, Singapore and Australia. His past positions in PLDT include Vice President of Corporate Relationship Management leading private sector sales in IT and business process outsourcing, shared services, OTT and gaming segments, and Vice President of PLDT Corporate Business Solutions, responsible for PLDT’s voice, data, cloud, data center, managed ICT and security solutions. Before joining PLDT in March 2003, he worked with Eastern Telecommunications Philippines as Head of Product Development and with Cable & Wireless USA in Vienna, Virginia as part of its Product Management Team. He has been in the ICT industry for the last 28 years, assuming roles in the areas of engineering, product development, business development, product management, international carrier

management and corporate relationship management. Mr. Tria Obtained his Bachelor of Science Degree in Electronics and Communications Engineering from the University of Santo Tomas and is a licensed Electronics and Communications Engineer.

**Mr. Jude Michael H. Turcuato**, Sports Head, was the Senior Vice President and General Manager-Philippines of The Walt Disney Company (formerly FOX Networks Group) prior to joining PLDT in July 2020. His previous positions in The Walt Disney Company were Vice President, General Manager-Philippines from 2012 to 2014, and Territory Directory-Philippines from 2009 to 2011. He served as Vice President, Head FTA & TV Sports Networks of Solar Entertainment Corporation from August 1, 2005 to May 31, 2009, and Director of Sales and Marketing of Philippine Basketball Association from June 1, 2004 to July 31, 2005. He also served as President of PEX, Inc. a subsidiary of iAyala Company, from September 2000 to May 2004, Sports Presenter & Executive Producer of ABS-CBN from July 2000 to May 2004 and Product Manager of Ginebra San Miguel Inc. from November 1997 to July 1999.

**Ms. Melissa V. Vergel de Dios**, Investor Relations Head, has been in PLDT's service since May 2001 and served as Property Management Center Head until May 2003 and as Property and Facilities Management Center Head until September 2007. Prior to joining PLDT, she was the Chief Operating Officer of Wharton Credit Corp. and from June 2000 to May 2001 was the Group Chief Finance Officer of Global 3 Internet Holdings, Inc. She held various positions in San Miguel Group of Companies from 1984 to 2000. Ms. Vergel de Dios obtained her Bachelor of Science Degree in Marketing and Management and Bachelor of Arts Degree in Economics from Assumption College.

**Mr. John Henri C. Yanez**, Home Marketing Head, has been in PLDT's service for over 17 years. His past positions include Senior Manager/Assistant Vice President for HOME Marketing (until November 8, 2017), for HOME Broadband Solutions (until October 2017), for Fixed Wireless Solutions (until May 15, 2015) and for HOME Solutions (until February 15, 2015), and Manager for HOME Data Solutions (until November 30, 2013). He obtained his Bachelor of Science Degree in Commerce Major in Marketing from De La Salle University.

**Ms. Catherine Y. Yang**, Group Corporate Communications Officer, has an extensive broadcast career spanning 28 years, during which she has garnered global recognition for her work as a financial journalist. Prior to joining PLDT, she was the Anchor-Managing Editor of the ABS-CBN News Channel (ANC) and hosted "Market Edge" and "Business Nightly" five times a week, focusing on financial news and economic stories. She was also the host and executive producer of "The Boss". Previously, Ms. Yang anchored the flagship business programs of Bloomberg Television Asia-Pacific for nearly 10 years, in Tokyo for 4 years and then in Hong Kong for the next 5 years. She also worked as reported-presenter for Reuters TV Asia-Pacific for 3 years in Hongkong and later as Hongkong correspondent for the global English channel of China's state television CCTV, now CGTN.

Ms. Yang has received numerous prestigious awards including the Best News Anchor and/or Presenter at the Asian Television Awards (2001, 2002, 2003 and 2020), Best News or Current Affairs Presenter at the Asian Academy Creative Awards in Singapore (2020), and Best News Presenter or Anchor at the 24<sup>th</sup> Asian TV Awards (2020).

Ms. Yang graduated with AB Communication Arts Degree from De La Salle University. In the course of her career, she was chosen for a Reuters Foundation journalism fellowship at Oxford University in England. She was also an international journalism fellow at the University of Cardiff in Wales, UK. She received a scholarship to attend the Wharton Seminars for Business Journalists at the Wharton School of the University of Pennsylvania in Philadelphia, U.S.A., and was granted the Sheehan International Funding Opportunity to undertake lectures in leadership strategy, financial analysis, global markets, among others. In 2019, she also undertook a scholarship from the Washington-based National Press Foundation and Hinrich Foundation for a deeper understanding on international sustainable trade.

**Maria Cecilia H. Abad**, Consumer Care Head, has been in PLDT's service since September 2016. She develops and implements the organizational framework and operational functionality of Consumer Care's core deliverables i.e. customer service innovations, adoption of artificial intelligence in enabling service improvements, customer engagement, technical customer support, and customer communications. She obtained her Bachelor of Science Degree in Tourism from the University of the Philippines.

**Ms. Minerva M. Agas**, Logistics Head, was formerly Head of Procurement of Smart from 1995 to 2005. She obtained her Bachelor of Science Degree in Marine Biology from the University of the Philippines and Master in Business Administration from De La Salle University Graduate School of Business.

**Mr. Benedict Patrick V. Alcosoba**, Disruptive Business Head, served as Corporate Business Solutions Head from 2012 to 2015 and International & Domestic Data Head from 2010 to 2012. Mr. Alcosoba obtained his Master in Business Administration Degree from De La Salle University.

**Ms. Cecille M. Alzona**, Financial Planning Head, served as Head of Financial Reporting of Smart prior to joining PLDT in November 2020. Her previous positions in Smart included Head of Business Controllership/Revenue and Dealership Accounting from November 16, 2014 to November 30, 2015, Head of Business Controllership/Revenue Accounting from July 16, 2011 to November 15, 2014, Head of Spend Management/Revenue and Settlement from April 2009 to July 15, 2011, and Head of Marketing and Sales Accounting/Revenue and Settlement from January 1, 2009 to March 31, 2009. Ms. Alzona graduated with a Bachelor of Science Degree in Accountancy from Wesleyan College of Manila.

**Ms. Elizabeth S. Andojar**, Enterprise Business Credit & Collection Management Head has been in PLDT's service since September 1999, and held various managerial positions in Accounting and Enterprise Business. She obtained her Bachelor of Science Degree in Commerce Major in Accounting from Adamson University. She is a Certified Public Accountant.

**Mr. Roy Victor E. Añonuevo**, HOME Business Operations and Services Head, has been in PLDT's service since September 2016. Prior to joining PLDT, he was a consultant at San Miguel Corporation from 2015 to August 2016. Mr. Añonuevo obtained his Bachelor of Science Degree in Management Minor in Marketing from Ateneo de Manila University and Master in Business Administration Degree from Asian Institute of Management.

**Atty. Tito Rodolfo B. Aquino, Jr.**, Commercial Contracts Management and Governance Head, has been in PLDT's service since May 2007. He served as Legal Services-Procurement Contracts Head from May 2007 to August 2016, and Legal Services-Enterprise Business Contracts Head from August 2016 to August 2017 under Corporate Affairs and Legal Services. Atty. Aquino obtained his AB Economics Degree and Bachelor of Laws Degree from San Beda College.

**Mr. Mitchie M. Arcaina**, Organizational Change Management Head, served as Assistant Vice President of Maynilad Water Services, Inc. for Human Resources from May 2015 to June 2017, and as a Senior Manager for Learning and Organizational Development from October 2007 to May 2015. He also served as Head of Training and Development of Diversified Technology Systems Incorporated from October 2006 to October 2007. He obtained his Bachelor of Arts Degree in Speech Communication from the University of the Philippines, Master of Business Administration from Ateneo de Manila University, and Master of Science in International Human Resource Management and Comparative Industrial Relations from the University of Manchester, United Kingdom. He is also currently a faculty member of the Ateneo Graduate School of Business.

**Mr. Jerameel A. Azurin**, Product Management Head of the Disruptive Business Group of PLDT Enterprise, has been in PLDT's service since 2003 and held various managerial positions in the Company. He was tasked to lead the Marketing Team of PLDT SME NATION from 2007 to 2017 and was likewise assigned as Marketing Adviser of PLDT Subic Telecom, Inc. and PLDT Clark Telecom, Inc. In 2015 to 2016, he served as the Global Solutions Head of PLDT Global Corporation from June 2015 to December 2016. In 2018, he was appointed as Segment Marketing Head, and in 2019, was assigned as Corporate Relationship Management D Head under PLDT Enterprise. Mr. Azurin obtained his Bachelor of Science Degree in Electronics and Communications Engineering from De La Salle University.

**Mr. Francis A. Bautista**, Financial Systems & Control Head, has been in PLDT's service for over 13 years. He was the Assistant Vice President and Head of Financial Systems & Control Center from July 1, 2017 to November 4, 2020, and Senior Manager of Financial Systems & Control Division from March 1, 2021 to June 30, 2017. He obtained his Bachelor of Science Degree in Accountancy from University of Santo Tomas.

**Dr. Rafael M. Bejar**, Medical Services Head, has been in PLDT's service for over 25 years. His past positions were Company Physician under Medical and Dental Services, Liaison Doctor, Manager of Metro Manila Medical Services and Manager of Provincial Medical Services. He obtained his Doctor of Medicine Degree from the Far Eastern University.

**Ms. Dianne M. Blanco**, Consumer Credit & Accounts Management, was the Assistant Vice President-Underwriting Services (United Kingdom) of HSBC Electronic Data Processing Philippines ("HSBC Electronic") overseeing input quality verification and underwriting across HSBC, Marks & Spencer, and first direct (digital retail bank division of HSBC in UK), prior to joining PLDT in January 2020. She also served as manager for Operations-Underwriting Services (United Kingdom/Australia) of HSBC Electronic from January 2009 to June 2015. She graduated cum laude with a Bachelor of Arts Degree in Political Science from the University of the Philippines.



**Mr. Wilson S. Bobier**, Program, Resource, and Integration Management Head, has been with PLDT service since November 2016. Prior to joining PLDT, he was with Bell Telecommunication Philippines, Inc. (San Miguel Corporation TELCO project) as Consultant/Head of Transmission Operations and Support. He obtained his Bachelor of Science Degree in Electronics and Communication Engineering from Mapua Institute of Technology and completed a post graduate program (Management Leadership Program) from Asian Institution of Management.

**Mr. Luis Gregorio D. Casas**, CRM Conglomerate 2 Head, has been with PLDT service since January 2017. He served as IT Director at SPI Global Inc from 2015 to 2016. Mr. Casas obtained his Master in Business Administration Degree from Ateneo de Manila University.

**Mr. Joseph Michael Vincent G. Co**, People Group Operations Head, has 18 years of experience in Operations and Shared Services for a leading global financial services institution. Prior to joining PLDT in August 2020, he was the HR Shared Services Regional Head for Asia Pacific (Manila) of Citigroup. His previous positions in Citigroup included Global Chief Administrative Officer (Costa Rica/Manila) from 2014 to 2017, Global Head of Reengineering & Migrations (Costa Rica) from 2013 to 2015, Head, Operations & General Accounting (Manila) from 2010 to 2012, Lead, Strategy & Execution (Manila) from 2007 to 2009, Implementation Lead for a Head Office Reporting System for a Japan entity (Manila) from 2006 to 2007, and Team Lead, Financial and Management Reporting Production Utility (Manila) from 2002 to 2006. Mr. Co graduated with a Bachelor of Science Degree in Management Engineering from Ateneo de Manila University. He attended the Intensive Short term Mandarin Chinese Course from Beijing Language & Culture University in Beijing City, China.

**Ms. Monica M. Consing**, People Group Quality Management Head, has 25 years of experience and exposure in diverse leadership roles in a global financial service organization. Prior to her appointment in PLDT, she served as Citibank N.A. Philippines Vice President, and Retail Bank's Channel Delivery, Network Engagement & Performance Management Head from August 2014 to December 2018. She also served as Citibank Branch Manager for the Alabang and Makati Citipriority businesses from January 2007 to July 2014, and Citiphone Head from 2002 to 2008. Ms. Consing obtained her Bachelor of Science Degree in Computer Science Major in Information Technology from De la Salle University.

**Mr. Branden B. Dean**, IT Operations Support Systems & Automation Management Head, has over 25 years of experience working in the USA, UK, and the Philippines developing expertise across industries in banking, real estate, telecommunications consumer products, manufacturing, and healthcare. He has extensive experience working on Intelligent Automation/robotics Process Automation projects, business process improvement, project/engagement management, IT support, change management, implementation, delivery management, and business development. Prior to joining PLDT in May 2020, he was the Senior Director for EY Philippines' advisory practice where he led their Intelligent Automation/Robotics Process Automation offerings. Prior to EY, he was a Senior Manager in KPMG for three of their advisory domains – strategic Sourcing and Procurement, Shared Services and Outsourcing, and Supply Chain and Operations. Mr. Dean graduated with a Degree in Molecular and Cell Biology with emphasis in Cell and Developmental Biology from the University of California at Berkeley, USA.

**Mr. Aniceto M. Franco III**, Small and Micro Business Head and concurrent President of PLDT Clark Telecom, Inc. and Subic Telecom, Inc. He served as Vice President and Head of Home Sales Fulfillment (PLDT HOME) from January 2019 to October 2019 and as Vice President and CRM Head for Banking PLDT Enterprise from January 2017 to October 2018, and a company consultant on sales, marketing & business development from February 2016 to January 2017. Prior to that, he was the Vice President for Sales and Distribution, Distribution and Access Group of ABS-CBN Corporation from January 2014 to January 2016, Vice President and Group Head for Bayan Sales Group of Bayan Telecommunications, Inc. from 2011 to December 2013, and Vice President for Bayan Consumer Division of Bayan Telecommunications, Inc. from 2008 to 2010. He obtained his Bachelor of Science Degree in Business Economics, Major in Business Management from Del La Salle University.

**Mr. Gene S. De Guzman**, Enterprise Service Assurance Management-I Head, has been in PLDT's service for over 38 years and held various managerial positions in the Company. He manages the after sales support team for PLDT enterprise market. He obtained his Bachelor's Degree in Electrical Engineering from University of Santo Tomas.

**Mr. John John R. Gonzales**, Enterprise Digital Solutions Head, has been in PLDT's service since June 2013. He has 23 years of experience in the IT industry. Prior to joining PLDT, he served as the Chief Executive Officer and General Manager of Business Cloud Live, Inc., a business unit of Rollbase Philippines, Inc. He worked with Jebesen & Jessen Communications Philippines, Inc and served as Sales Director in 2009 and General Manager in 2010. He also worked with

Teledata Philippines, Inc. and served as Sales Director in 2006 and General Manager in 2007. Mr. Gonzales obtained his Bachelor of Science Degree in Computer Science from AMA Computer College.

**Mr. Leonard A. Gonzales**, Property, Facilities and Security Management Head, is an experienced and dedicated Properties, Facilities Management & Security Executive with a solid track record of asset protection related success. Prior to his appointment in PLDT, he served as the Vice President for Security & Safety Services of Filinvest Development Corporation. He also served as Regional Security Operations Director-Asia Pacific, Global Corporate Security & Global Operations Properties of General Electric Company from December 2010 to September 2015, Compliance and Operations Lead, Security and Safety Compliance Office of Aboitiz Transport System Corporation from March 2010 to December 2010, and Facilities, Security & Safety Leader of Sykes Asia, Inc. (formerly ICT Group Phils.) from May 2007 to March 2010. He graduated with a Bachelor of Science Degree in Criminology from Criminal Justice College Inc. and completed the Executive Course on National Security from the National Defense College of the Philippines.

**Mr. Silverio S. Ibay, Jr.**, Spend Management Head, has been in PLDT's service for over 18 years. He manages Spend Management Center of PLDT and other subsidiaries which encompasses Disbursements, Inventory Asset and Network Project Management Accounting. He is the President of Tahanan Mutual Building And Loan Association (TMBLA). He graduated with a Bachelor's Degree in Commerce Major in Accountancy, Magna Cum Laude from the University of Santo Tomas and is a Certified Public Accountant.

**Mr. Gary F. Ignacio**, Head of Enterprise Fixed Core Business Solutions, has more than 25 years of experience in the area of product management, sales and marketing, corporate strategy, and HR/Organization Development. He currently manages the enterprise fixed business portfolio with annual value exceeding P 28 Billion. His area of responsibility covers the formulation and management of product and marketing strategies and programs for the Enterprise market, and spearheading the product lifecycle management and operations of Enterprise's Core Fixed line portfolio, which consists of the ff major categories: Broadband Internet and MSME Solutions, Enterprise IP Solutions, Managed Networking Solutions, International Data Solutions, Transformative Networking, and Enterprise Communications and Collaboration. Mr. Ignacio graduated with a BS Industrial Management Engineering Degree with minor in Mechanical Engineering from De La Salle University. He has completed post-graduate programs from AIM, Multimedia University in Cyberjaya, Malaysia and AOTS in Tokyo, Japan.

**Ms. Marven S. Jardiel**, Enterprise Customer Operations Management Head, has been in PLDT's service for over 30 years and held various positions in the Company. She manages the overall development, implementation, and communication of strategies to cover service fulfillment, assurance, and customer care for Enterprise customers. She is the Officer-In-Charge and General Manager of Telesat, Inc. Ms. Jardiel graduated cum laude from the University of Santo Tomas with a Bachelor of Science Degree in Mathematics and is a candidate for a Master's Degree in Business Administration from the Ateneo de Manila University.

**Mr. Alexander S. Kibanoff**, Learning and Development Head, has been in PLDT's service for 25 years and held various positions in the areas of corporate planning, organization development, HR business partnering, and training and development. He obtained his Master's Degree in Commerce (Economics) from the University of Wollongong, New South Wales, Australia.

**Mr. Javier C. Lagdameo**, Corporate Relationship Management Conglomerate 1 Head, has been in PLDT's service since November 2003. He started as a Senior Manager under the Corporate Business Group, and from February 2005 to December 2006, was seconded to Smart and served as Corporate Business Group Advisor. Prior to joining PLDT, he served as Director at Leechiu & Associates, FPD Savills Philippines, Inc., FPD Savills Property Management, Inc. and Senior Vice President, Pacific Plaza Towers – Metro Pacific Corporation. Mr. Lagdameo obtained his Bachelor of Arts Degree in Business Administration from Dominican University of California, San Rafael, CA. USA.

**Mr. Joseph Henry S. Lebumfacil**, Enterprise Resource Planning Head, has over 20 years of extensive experience in the management and delivery of highly complex IT projects and programs. He was the Vice President for Investments and Corporate Functions IT of AIG Shared Services, IT from May 2014 until October 31, 2020. Prior to joining AIG Services, he worked in Accenture, Inc. for eight (8) years where he held various positions such as Engagement Delivery Lead – Edcon South Africa, Solution Architect and Change Control Lead - Unilever, Regional Outsourcing Account Lead - Deutsche Bank, Delivery Lead - Alcatel-Lucent, Delivery Lead – British American Tobacco, IT & Change Management Lead – Accenture-Internal Operations, Regional Transition Lead – Infineon AG, Global Delivery Lead – Quimonda AG, Project Manager – Accenture-CIO, Project Manager – UHS-Pruitt and Project Manager – Dynegy. He also held various position in Sun Life of

Canada, Phils. Inc. from December 1999 to April 2005, Citadel Holdings, Inc. from January 1999 to December 1999 and Philippine Airlines, Inc. from October 1996 to December 1998.

Mr. Lebumfacil obtained his Bachelor of Science Degree in Computer Science with Specialization in Software Technology and Master in Business Administration from De La Salle University. He is a Project Management Institute Agile Certified Practitioner, a Certified System Integration Solution Architect and a Certified Program, Project and Service Management Lead

**Mr. Armando Dodjie T. Lim**, Consumer Service Area-GMM North Head, has been in PLDT's service for [.] years. He was the Zone Head-North and South Quezon City from 2013 to 2016. He obtained his Master of Science Degree in Business Administration from Philippine Women's University.

**Mr. Czar Christopher S. Lopez**, Head of End-to-End Home Network Management Portfolio under Programme and Project Management Office. He was appointed Officer on March 1, 2018 and has over 30 years of service in PLDT. He started as an Engineering Assistant and over the years, has held progressive roles in Network Engineering, Product and Services Design, Innovation Center, Fixed Access Planning/Engineering and Technology Strategy and Transformation Office . He graduated with a Degree in Bachelor of Science in Electronics and Communications Engineering from De La Salle University.

**Mr. Paolo Jose C. Lopez**, Home Store and Emerging Channels Head since June 1, 2018, has been in PLDT's service since May 2007. His past positions in PLDT include Assistant Vice President for Home Data and Voice Usage (until July 2012), Home Retention and Churn Management Head (until September 2012), Home Customer Care and Retention Management Head (until March 2014) and Home Sales and Emerging Channels Head (until May 2018). Prior to joining PLDT, he was a Business Development Manager at Globe Telecom and Intel Philippines and Product Manager at Microsoft Philippines and Hewlett Packard. He obtained his Bachelor of Science Degree in Computer Science from Ateneo de Manila University.

**Ms. Ma. Carmela F. Luque**, Financial Audit Head, leads the PLDT Group's compliance activities for Section 404 of the U.S. Sarbanes-Oxley-Act (SOX 404). She has over 30 years of combined experience in internal audit, external audit, finance and business advisory. Prior to joining PLDT in 1999, she served as Audit Manager at SyCip, Gorres, Velayo & Co., a member firm of Ernst & Young. Global Limited. Ms. Luque graduated from the University of the Philippines with a Bachelor of Science degree in Business Administration and Accountancy. She is a Certified Public Accountant.

**Ms. Loreevi Gail O. Mercado**, Talent Management Head, served as Head of Executive Talent Management of Smart prior to joining PLDT in October 2020. Her previous positions in Smart included Head of Leadership Branding & Talent Management from May 16, 2017 to July 31, 2019, Head of Talent Strategy & Enablement from September 1, 2016 to May 15, 2017, Head of People Strategies & Operations/Corporate Support from March 1, 2016 to August 31, 2016, Head of People Experience Value Chain/Talent Market Strategy & Acquisition from February 1, 2016 to February 29, 2016, Head of People Strategies & Operations/Corporate Support from May 16, 2014 to January 31, 2016, Head of Business Partnering/Transformation from December 16, 2012 to May 15, 2014, Head of Business Partnering Corporate Support Group from January 1, 2012 to December 15, 2012, and Head of Human Resource Business Partners from June 1, 2011 to December 31, 2011. Ms. Mercado graduated with a Bachelor of Arts Degree in Psychology from De la Salle University and obtained a Master's Degree in Organizational and Industrial Psychology from the same university.

**Atty. Oliver Carlos G. Odulio**, Enterprise Business Continuity & Resilience Head and concurrent Asset Protection & Security Risk Governance Head of PLDT, Smart and Sun, previously served as PLDT Supply Chain and Support Services Head which covered Procurement, Logistics, Fleet and Aviation Management. Prior to joining PLDT in July 2000, he was an Associate Attorney in Tan, Acut & Lopez Law Offices. He holds a Business Continuity Certified Expert certification from Business Continuity Management Institute of Singapore, a Purchasing Manager certificate from the Institute of Supply Management, USA, and completed the Executive Course on National Security of the National Defense College of the Philippines. He obtained his Bachelor of Science Degree in Management from Ateneo de Manila University and his Juris Doctor Degree from Ateneo de Manila School of Law.

**Mr. Johnston Prince W. Ong**, BTO Executive, has over 10 years of experience in the fields of business development, sales and marketing. Prior to joining PLDT in March 2020, he worked in Philip Morris Inc. as Head of National Key Accounts since 2017, and as Commercial Planning Manager General Trade from 2015 to 2016. He was the National Sales Manager for General Trade of GlaxoSmithKline Consumer Healthcare from 2014 to 2015, and National Manager for Modern Trade

and Regional Manager for General Trade of British American Tobacco Philippines from 2012 to 2014. He served as Business Development Manager of Mead Johnson Nutrition Philippines from 2009 to 2012 and Unilever Philippines from 2007 to 2008. Mr. Ong graduated with Bachelor of Science Degree in Hotel and Restaurant Management (major in Culinary) from De La Salle University.

**Mr. Carlo S. Ople**, Marketing Communications Head, is a multi-awarded veteran digital marketing executive and entrepreneur. His 15-year career focus on digital spans across various industries including gaming, content publishing, social networking platforms, and advertising. He founded several businesses including DM9-Digit, digital agency which was eventually sold to Dentsu, the biggest advertising firm in Asia. He is also the founder of Unbox.ph, one of the top technology websites in the Philippines and the Unbox Creator Network. During his spare time, he creates content across multiple platforms, including a YouTube channel with over 750,000 subscribers. In 2019 he was awarded as Digital Marketer of the Year by CMO Asia and Social Media Influencer of the Year by Social Media Week Philippines.

**Mr. Charles Louis L. Orcena**, Business and Customer Analytics Head, joined PLDT in July 2018 from Think Big Analytics, a Teradta Company, where he was an Industry Consultant. He was the Chief Operations Officer of Solucient Philippines, Inc. from July 2007 to August 2013, Director-Technology, Analytics, Operations, Engineering of Entertainment Gateway Group from 2004 to 2007, Consulting Practice Director of CORETECH Consulting Inc. Philippines from 2001 to 2004 and Business Systems Analyst/Technology Consultant of Philip Morris Inc. Philippines from 1997 to 2001. Mr. Orcena obtained his Bachelor of Science Degree in Computer Engineering from Polytechnic University of the Philippines and attended graduate studies in Information Management from Ateneo de Manila University.

**Mr. Serviliano L. Padiz, Jr.**, Synergy and Special Valuation Head, has been in PLDT's service for over 33 years. He is in-charge of commercial arrangements for shared non-core resources (assets and manpower), and in providing benchmark cost and guidelines on charging and billing of general support facilities and contracted services provided to subsidiaries and affiliates. He obtained his Bachelor's Degree in Electrical Engineering from University of the East.

**Mr. Raymond A. Racho**, RAFA - Revenue Assurance Head, has been with PLDT for over 30 years. He started in field operations with Quality Control and Investigation, then to executive positions in Risk Management, and Audit and Assurance. He obtained his Bachelor of Science Degree in Electronics and Communications Engineering from the University of the East.

**Mr. Genaro C. Sanchez**, International Submarine Cable Network Head, has been in PLDT's service for over 37 years. He is currently General Manager of Digital Crossing, Inc. and President of Asian Carriers Conference Inc. He was Chairman of the Asia-America Gateway Management Committee, is Co-Chairman of the APRICOT Cable Project Construction Group, and [GCS] is member of the Asia Direct Cable, JUPITER Cable, and Asia Submarine Express Management Committees. He held various positions at PLDT and Smart as Head of Submarine Cable Projects, Carrier Relations, Business Support Systems, Product Development and Marketing, Carrier Facilities Management, Carrier Technical Support, International Cable Systems and Gateway Operations, Network Planning and Engineering, Carrier Business, International Submarine Cable Network, and International Network Group. He has a Master's degree in Business Administration from De La Salle University, and a Bachelor of Science degree in Electronics and Communications Engineering from Mapua Institute of Technology.

**Ms. Maria Christina C. Semira**, Revenue Management and Cash Assurance Head, has been in PLDT's services since February 16, 2007. She is a director of PLDT-Philcom and PLDT-Martel, Chief Financial Officer/Treasurer of PLDT Subic Telecom, PLDT Clark Telecom, and Pacific Global One Aviation. She obtained her Bachelor of Science Degree in Commerce Major in Accounting from St. Scholastica's College Manila.

**Ms. Maria Mercedes T. Siapatco**, Treasury Operations and Support Head, has been with PLDT for over 20 years and held various management positions in the areas of treasury operations, cash and liquidity management and bank relations. She graduated with a Bachelor of Science in Commerce Degree from Assumption College.

**Mr. Arvin L. Siena**, Technology Strategy and Transformation Office Head, has been in PLDT's service for 26 years and currently in-charge of developing long term technology strategy and network development roadmap for the PLDT Group. He drives the adoption and testing of new technologies that enables innovative capabilities and will ensure the company's leadership in technology and customer experience. He has held key leadership positions under Technology Group over the years and has lead successful pioneering initiatives and network transformation program which started the Internet landscape and high-speed connectivity in the country and has prepared PLDT to become the most advanced ICT service

provider in the country today. He also serves as Board of Director of Bonifacio Communications Corporation (BCC) and Senior Network Advisor to the Board of Directors of PLDT Clarktel. He obtained his Bachelor of Science in Electrical Engineering from the University of the East.

**Ms. Carla Elena A. Tabuena**, Enterprise Business Service Operations Management Head, has been in PLDT's service for 12 years. She is responsible for the overall development and implementation of strategies and programs covering service order delivery, billings, credit and collection, process controls and operation readiness, and performance information for PLDT and SMART. She was the Assistant Vice President of Enterprise Client Care Management and SME Client Care Management from May 2016 to December 2016 and from January 2013 to May 2016, respectively. Prior to that, she was the Business Head for SMEG Sales handling the largest area of GMM South-West and was responsible for setting up the SMEG Channel Management, from June 2008 to December 2011. She obtained her Bachelor of Arts in Mass Communication Degree from Assumption College.

**Atty. Ma. Magdalene A. Tan**, Corporate Governance Enforcement Head, has been in PLDT's service for 13.5 years. She is responsible for managing and monitoring PLDT's corporate governance compliance programs, including whistle-blowing, non-retaliation and conflict of interest structures, policies and procedures. Prior to rejoining PLDT in 2015, she served as Tax Planning/Compliance Specialist, Corporate Governance Executive and Supply Chain Planning and Program Management Center Head of PLDT. She also worked with the University of the Philippines, Bureau of Internal Revenue, Metro Pacific Corporation, and SGV & Co./Ernst & Young. She is both a Certified Public Accountant and a lawyer. She obtained her Bachelor of Science Degree in Business Administration and Accountancy and Bachelor of Laws Degree from the University of the Philippines, and Master of Laws Degree (International Programme), with Merit Award, from the University of London.

**Mr. Patrick S. Tang**, Home Customer Management Head, has been in PLDT's service since September 2000. He previously handled PLDT-Smart Vismin Regional Marketing, Smart Postpaid, Residential and Micro-business customer acquisition, post and prepaid landline customer acquisition and development of convergent products in cooperation with Smart. His past positions in PLDT include Product Manager/Assistant Vice President for Consumer Market Products (until January 2001), for Local Services (until 2003), for Retail Voice Acquisition (until February 2006), and for Retail Voice Acquisition-Postpaid (until July 2010), and Vice President for Home Voice Solutions (until December 2015), and for SME Operations/Marketing and Acquisition (until December 2016). Prior to joining PLDT, he served as Assistant Product Manager for International Long Distance Marketing of Bayan Telecommunications Holdings Corporation and Sky Internet of SkyCable from April 1996 to August 2000. Mr. Tang obtained his Bachelor of Arts Degree in Social Sciences from the Ateneo de Manila University.

**Ms. Jecyn Aimee C. Teng**, CRM Banking and Financial Services, has been in PLDT's service since July 2007 and held various managerial positions under Corporate Business and SME. She obtained her Bachelor of Science Degree in Management of Financial Institutions from De La Salle University and Master's Degree in Business Administration from Asian Institute of Management.

**Mr. Milan M. Topacio**, Network Operations Head, has been in PLDT's service for 31 years and held various management positions in Network Operations. He obtained his Bachelor of Science Degree in Electrical Engineering from Mapua Institute of Technology.

**Mr. Radames Vittorio B. Zalameda**, Optimization and Performance Management Head, joined PLDT in January 2018. He spent the past twenty-one (21) years of his career in leadership roles across Asia Pacific, Middle East and Africa with Siemens and Nokia. He was Lead Business Operations Manager and Senior Project Manager at Nokia Networks, South Africa, where he led global services for Manage Services and Network Planning/Optimization from 2014 to 2017, served as Professional Services Solution Architect and Service Business Manager of Nokia Siemens Networks, South Africa from April 2011 to 2014, Senior NPO Project Manager and NPO Solution Consultant of PT Nokia Siemens Networks, Telkomsel CT Indonesia from April 2007 to March 2011, Senior Network Planning Project Manager of PT Nokia, Telkomsel CT Indonesia from September 2006 to April 2007, Head of NPO RAN for APAC Region of Nokia Pte Ltd, Singapore from March 2005 to August 2006, Network Planning Project Manager and Network Performance Expert of PT Indonesia, CT Indosat from 2003 to 2005 and Senior Network Planning and Performance Engineer of Nokia Philippines, CT Globe from 1999 to 2003. Between 1996-1999, he was Senior Transmission Planning Specialist at Siemens Philippines supporting projects for PLDT Networks. Mr. Zalameda obtained his Bachelor of Science Degree in Electronics and Communication Engineering from Mapua Institute of Technology.

## Significant Employees

The Company considers all its employees as significant partners and contributors to the achievement of its goals and objectives.

## Key Advisors

Atty. Ray C. Espinosa is the Senior Advisor to the President and Chief Executive Officer of the Company for Data Privacy and Security Governance, Cyber Security Operations, and Regulatory and Strategic Affairs.

Mr. Joachim Horn was the Chief Technology and Information Advisor of the Company until August 14, 2020. Effective August 24, 2020, he was engaged by Smart, the Company's wholly-owned wireless business subsidiary, as Next Generation Solutions Advisor. He has over thirty (30) years of global experience in telecommunications having worked at Siemens, T. Mobile, and Bahrti Airtel.

**[Mr. Masahiko Tsuchiya is the Executive Advisor of the Corporate Business Group of NTT].**

Mr. Orlando B. Veal is a member of the Advisory Board of PLDT since 2008. He co-founded Smart in 1991, serving as its President and CEO until 2000. He currently serves as Founder-CEO of Voyager Innovations and PayMaya Philippines.

## Family Relationships

None of the directors/independent directors and officers of the Company or persons nominated to such positions has any family relationships up to the fourth civil degree either by consanguinity or affinity, except Mr. James L. Go (a director) and Ms. Anabelle L. Chua (Chief Financial Officer and Chief Risk Management Officer), and Mr. Manuel V. Pangilinan (Chairman, President and CEO) and Ms. Gina Marina P. Ordoñez (Chief People Officer), who are relatives to the fourth civil degree by consanguinity.

## Involvement in Certain Legal Proceedings

The Company is not aware, and none of the directors/independent directors and officers or persons nominated for election to such positions has informed the Company, of any of the following events that occurred during the past five (5) years and up to the date of this Information Statement: (a) any bankruptcy petition filed by or against any business of which a director/independent director or officer or person nominated for election to any of such positions, was a general partner or executive officer either at the time of the bankruptcy or within two years prior to that time; (b) any conviction by final judgment in a criminal proceeding, domestic or foreign, or any criminal proceeding, domestic or foreign, pending against any director/independent director or officer or person nominated for election to any of such positions, except as noted below; (c) any order, judgment, or decree, not subsequently reversed, suspended or vacated, of any court of competent jurisdiction, domestic or foreign, permanently or temporarily enjoining, barring, suspending or otherwise limiting the involvement of any director/independent director or officer or person nominated for election to any of such positions in any type of business, securities, commodities or banking activities; and (d) any finding by a domestic or foreign court of competent jurisdiction (in a civil action), the Securities and Exchange Commission or comparable foreign body, or a domestic or foreign exchange or electronic marketplace or self-regulatory organization, that any director/independent director or officer or person nominated for election to any of such positions, has violated a securities or commodities law or regulation, and the judgment has not been reversed, suspended, or vacated.

The following is a description of the complaints in which our Chairman, Manuel V. Pangilinan, our directors Ray C. Espinosa, James L. Go, Artemio V. Panganiban, Pedro Roxas and Ambassador Albert F. del Rosario, and Chief Financial Officer, Ms. Anabelle L. Chua, are respondents:



1. Messrs. Manuel V. Pangilinan, Ray C. Espinosa, James L. Go, Artemio V. Panganiban, Pedro Roxas and Ms. Anabelle L. Chua and other members of the Board of Directors of Manila Electric Company (respectively the "Board" and "Meralco"), and the Commissioners of Energy Regulatory Board ("ERC") except Chairman Agnes Devanadera, are respondents in a Complaint-Affidavit dated December 5, 2017 filed by the National Association of Electricity Consumers for Reforms, Inc. ("NASECORE") with the Office of the Ombudsman (OMB) and docketed as OMB-C-C-18-002 (the "Complaint").

The Complaint charges the respondents with the crime of Syndicated Estafa under Section 1 of Presidential Decree No. 1689 ("PD 1689"), in relation to Article 315, par. 1(b) of the Revised Penal Code, for alleged misappropriation of the bill deposits made by customers of Meralco, and failure to accrue and credit interest on the said deposits. As directed in the OMB's Order dated January 22, 2018, the members of the Board of Meralco (the "Private Respondents") timely filed their Counter-Affidavits on February 9, 2008.

In their Counter-Affidavits, the Private Respondents asserted that the case against them is without merit since the elements of Syndicated Estafa under PD 1689 and Article 315 paragraph 1(b) of the Revised Penal Code are not present. Private Respondents and Meralco cannot be considered as a syndicate. Neither are the elements of estafa present since the bill deposits are not received by Meralco or the Private Respondents in trust, on commission, or for administration, or with an obligation to return or make delivery of the exact same bills and coins. Nor was there any misappropriation or conversion of the bill deposits which caused damage to any person. Moreover, the bill deposits are fully accounted for in the audited financial statements and there are sufficient funds to refund the same, if necessary. There is likewise no conspiracy to commit a crime among the Private Respondents themselves, or the Private Respondents and the ERC Commissioners.

In a Resolution dated May 18, 2018, the Complaint was dismissed for insufficiency of evidence. The case was however referred to the Commission on Audit for the conduct of audit on the Bill Deposits collected by Meralco from the public consumers and to inform the OMB of Compliance thereof.

NASECORE filed a Motion for Partial Reconsideration of the Resolution dated May 18, 2018. On June 16, 2018, Meralco filed a Motion for Leave to File and Admit Comment/Opposition. The Ombudsman denied NASECORE's Motion for Reconsideration in an Order dated July 30, 2018. No appeal was made from the resolution dismissing the complaint against Meralco directors and officers.

2. Messrs. Manuel V. Pangilinan, Ray C. Espinosa, James L. Go, Artemio V. Panganiban, Pedro Roxas and Ms. Anabelle L. Chua and other members of the Board of Directors and the President and CEO of Manila Electric Company, and the Commissioners of Energy Regulatory Board ("ERC") except Chairman Agnes Devanadera, are respondents in a Complaint-Affidavit dated January 22, 2018, filed by the NASECORE and Cellphone Owners and Users of the Philippines, Inc. ("COUP") with the OMB and docketed as OMB-C-C-18-0042 (the "Complaint").

The Complaint charges the respondents with the crime of Syndicated Estafa under Section 1 of Presidential Decree No. 1689 in relation to Paragraph 2(a) of Article 315 of the Revised Penal Code and violation of Section 3 (e) of Republic Act No. 3019 (Anti-Graft and Corrupt Practices Act) in connection with the investments made by Meralco in its subsidiaries and affiliates and in its joint ventures with other corporations for businesses which are not related to Meralco's electric distribution business.

The Complaint alleges that Meralco's investments, participations, business interests, and infusion of funds in other companies, either as parent corporation or as a joint venture, are violative of its legislative franchise (RA 9209) and the EPIRA Law (RA 9136). It further alleges that Meralco allegedly conspired with the four (4) ERC Commissioners in committing Syndicated Estafa and with violating Section 3(e) of Anti-Graft and Corrupt Practices Act, to make said prohibited investments, thereby resulting to over-charging and over-recoveries by Meralco against its customers.

As directed in the OMB's Order dated February 20, 2018, the members of the Board of Directors and the President and CEO of Meralco (the "Private Respondents") timely filed their Counter-Affidavits on March 12, 2018. In their Counter-Affidavits, the Private Respondents strongly denied the commission of any wrongdoing as Meralco's investment activities are allowed by and fully compliant with all applicable laws rules and regulations, and do not impact negatively on its operations or customers. They argued that its legislative franchise (RA 9209) and the EPIRA Law (RA 9136) do not prohibit, restrict or bar Meralco from making investments in other companies, including generation companies.

Meralco is likewise not required (pursuant to Section 26 of EPIRA) to plow back up to 50% of the net income derived from such investments in other companies since Meralco's investments in generation companies and other subsidiaries or entities do not constitute related business undertakings that utilize Meralco's rate base assets. Meralco's investments in other companies are not sourced from its revenues, but rather, from its net profits and retained earnings, and the disposition and use of such profits by Meralco are not subject to regulation by the ERC or any other agency.

Considering the foregoing, the elements of the crime of Syndicated Estafa are not present. No fraud was committed against Meralco customers since Meralco and/or Private Respondents or any of them never committed any fraudulent act, or employed false pretenses or fraudulent means to the prejudice or detriment of any party. There is no fraud or swindling whatsoever, there is also no syndicate to speak of, and Private Respondents did not participate in or agree to any criminal design with the ERC Commissioners.

On May 4, 2018, Meralco filed a Manifestation with Motion for Early Resolution of even date. The complaint remains pending with the Office of the Ombudsman.

3. Ambassador Albert F. Del Rosario and other directors and officers of the former PDCP Bank ("PDCP"), and some officers of the Bangko Sentral ng Pilipinas ("BSP") and Development Bank of the Philippines ("DBP") (the "Respondents") were charged in a complaint docketed as I.S. No. 2004-631 filed by Chung Hing Wong/Unisteel/Unisco Metals, Inc. (the "Complainants") with the Department of Justice ("DOJ"), for alleged syndicated estafa, estafa thru falsification of documents, other deceits, malversation and robbery. In the complaint-affidavit, the Complainants alleged that the officers and directors of PDCP deceived the Complainants to secure a loan from PDCP through misrepresentation and with the sinister purpose of taking over the Complainants' corporation. The complaint was referred to the Ombudsman ("OMB") by the DOJ considering that some of the Respondents are public officers and the offenses charged were committed in the performance of their official functions.

In the OMB's Review and Recommendation dated November 28, 2008, the OMB approved the DOJ Resolution dated September 7, 2007 DISMISSING the complaint and referred the case back to the DOJ for appropriate action. The Complainants filed separate Motions for Reconsideration before the DOJ and OMB.

On December 16, 2009, the DOJ issued a Resolution denying the Complainants' Motion for Reconsideration for lack of merit. In response, the Complainants filed a Petition for Review with the Secretary of Justice on March 2, 2010. Mr. Del Rosario and the other Respondents filed their respective Comments to the petition. On October 9, 2014, the Secretary of Justice issued a Resolution denying the Petition for Review. In response, Complainants filed a Motion for Reconsideration which remains pending to date with the Office of the Secretary of Justice.

With respect to the Complainants' Motion for Reconsideration with the OMB, the latter issued an Order dated December 4, 2009 denying the same and affirming its Review and Recommendation of November 28, 2008. In response, the Complainants filed a Petition for Certiorari with the Court of Appeals ("CA"). In a Resolution dated July 26, 2010, the CA dismissed the petition for lack of jurisdiction. Likewise, the Complainants' Motion for Reconsideration was denied by the CA in a Resolution on January 10, 2011. Subsequently, the Complainants filed a Petition for Review with the Supreme Court ("SC") questioning the Decision of the CA. In a Resolution dated March 28, 2011, the SC denied the Complainants' Petition for Review for failure to show any reversible error in the challenged Decision of the CA. The Complainants filed a Motion for Clarification. In a Resolution dated August 24, 2011, the SC treated the motion as a Motion for Reconsideration of the dismissal of the Petition and denied the same. The said Resolution of the SC became FINAL AND EXECUTORY based on the Entry of Judgment dated October 26, 2011. The Complainants however still filed a Motion for Clarification and Motion to Refer Case to the Supreme Court en Banc. In a Resolution dated October 10, 2012, the SC ordered the said motion expunged from the records of the case as the Petition has already been denied with FINALITY and an ENTRY OF JUDGMENT and Letter of Transmittal already sent to the CA as early as October 26, 2011.

## Resignation of Directors

To date, no director has resigned from or declined to stand for re-election to the Board since the June 9, 2020 Annual Stockholders Meeting of the Company due to any disagreement with the Company relating to its operations, policies and practices.

## Compensation

The table below sets forth the aggregate amount of compensation paid in 2019 and 2020 and estimated amount of compensation expected to be paid in 2021: (1) to the Chief Executive Officer and four most highly compensated executive officers of the Company, as a group; and (2) to all other executive officers, other officers and directors, as a group.

Name and Principal Position	Year	Salary <sup>18</sup> (In Million)	Bonus <sup>19</sup> (In Million)	Other Compensation <sup>20</sup> (In Million)
1. Manuel V. Pangilinan President and CEO				
2. Alfredo S. Panlilio Chief Revenue Officer				
3. Anabelle L. Chua Senior Vice President				
4. Marilyn V. Aquino Senior Vice President				
5. Menardo G. Jimenez, Jr Senior Vice President				
CEO & four most highly compensated executive officers	Actual 2019	115	14	95
	Actual 2020	130	15	220
	Projected 2021	134	16	103
All other executive officers, other officers and directors as a group (excluding the CEO and four most highly compensated executive officers)	Actual 2019	409	55	440
	Actual 2020	440	54	616
	Projected 2021	462	52	225

Each of the directors of the Company is entitled to a director's fee of P250,000 for each meeting of the Board of Directors attended. In addition, the directors who serve in the committees of the Board of Directors, namely, the Audit, Governance and Nomination and Sustainability, Executive Compensation, Risk, Technology Strategy, and Data Privacy and Information Security Committees, are each entitled to a fee of P125,000 for each committee meeting attended.

Except for the fees mentioned above, the directors are not compensated, directly or indirectly, for their services as such directors.<sup>21</sup>

<sup>18</sup> Basic Monthly Salary

<sup>19</sup> Includes Longevity Pay, Mid-year Bonus, 13<sup>th</sup> Month Pay and Christmas Bonus

<sup>20</sup> Includes Variable Pay/Short Term Incentive Plan (STIP) and other payments. Variable Pay/STIP is based on an annual incentive system that encourages and rewards both individual and group/team performance and is tied to the achievement of Corporate/Unit/Customer Satisfaction Objectives. It covers regular officers and executives of the Company and is based on a percentage of their Guaranteed Annual Cash Compensation. Included in the figure for 2019 and 2020 is the amount of award in the form of PLDT common shares under the Transformation Incentive Plan (TIP). Please refer to the discussion on TIP in [page 41] of this Information Statement.

<sup>21</sup> The aggregate amount of per diems paid to the directors for their attendance in Board and Board Committee meetings is included in Other Compensation. The total amount of per diems paid in 2019 and 2020 were P68,125,000 and P72,750,000, respectively. The total amount of per diems estimated to be paid in 2021 is P69,625,000.

## Incentives and Benefit Plans

### A. Transformation Incentive Plan

On September 26, 2017, the Board of Directors of PLDT approved the Transformation Incentive Plan (TIP) which intends to provide incentive compensation to key officers, executives and other eligible participants who are consistent performers and contributors to the Company's strategic and financial goals. The incentive compensation will be in the form of Performance Shares, PLDT common shares of stock, which will be released in three annual grants on the condition, among others, that pre-determined consolidated core net income targets are successfully achieved over three annual performance periods from January 1, 2017 to December 31, 2019. On September 26, 2017, the Board of Directors approved the acquisition of 860 thousand Performance Shares to be awarded under the TIP. On March 7, 2018, the Executive Compensation Committee (ECC) of the Board approved the acquisition of additional 54 thousand shares, increasing the total Performance Shares to 914 thousand. Metrobank, through its Trust Banking Group, is the appointed Trustee of the trust established for purposes of the TIP. The Trustee is designated to acquire the PLDT common shares in the open market through the facilities of the PSE, and administer their distribution to the eligible participants subject to the terms and conditions of the TIP.

On December 11, 2018, the ECC of the Board approved Management's recommended modifications to the Plan, and partial equity and cash settled set-up was implemented for the 2019 TIP Grant. The revised set-up includes a fixed number of shares that will be granted ("equity award") and the estimated fair value of the difference between the number of shares granted in the original equity grant and the equity award will be paid in cash ("cash award"). The fair value of the award is determined at each reporting date using the estimated fair value of the corresponding shares.

As at March 25, 2021, a total of 757 thousand PLDT common shares have been acquired by the Trustee, of which 238 thousand PLDT common shares have been released on March 12, 2020, April 7, 2020 and January 19, 2021 for the 2019 annual grant, and 302 thousand PLDT common shares have been released on March 28, 2019 for the 2018 annual grant, and 204 thousand shares on April 15, 2018 for the 2017 annual grant. The cash award for the 2019 annual grant that was paid on March 12, 2020 amounted to Php654 million. The TIP is administered by the ECC of the Board.

On August 7, 2020, the ECC approved the adjusted TIP that covers the years 2020 and 2021, and will be cash-settled. The cash grant will be for the two years covered and payment will be in 2022. The Cycle 2 TIP will be based on the achievement of the CCNI for the years 2020 and 2021.

The expense accrued for the TIP amounted to Php1,134 million, Php638 million and Php208 million for the years ended December 31, 2020, 2019 and 2018, respectively. The accrued incentive payable, representing the cash settled set-up amounted to Php1,134 million and Php795 million as at December 31, 2020 and 2019, respectively.

### B. Benefit Plan

The Company has a trustee, non-contributory defined benefit plan (the "**Benefit Plan**") covering all permanent and regular employees. The Benefit Plan provides benefits upon normal retirement beginning at age 65, early retirement beginning at age 50 or completion of at least 30 years of credited service, voluntary separation beginning at age 40 or completion of at least 15 years of credited service, total and physical disability, death and involuntary separation. Benefits are based on the employee's final monthly basic salary and length of service.

Except as provided in the plans described above, there are no other agreements or arrangements pursuant to which officers and directors of the Company may be entitled to receive any cash or non-cash compensation, or any benefits or payments in case of termination of employment or a change in control of the Company.

## CERTAIN RELATIONSHIPS AND RELATED TRANSACTIONS

Except for the Related Party Transactions described in Note 25 to the audited financial statements contained in the Company's Annual Report for the year 2019 and [Note 25] to the audited financial statements contained in the Company's Annual Report for the year 2020, there has been no material transaction during the last two fiscal years, nor is there any material transaction currently proposed, to which the Company or any of its subsidiaries was or is to be a party in which any incumbent director/independent director or officer of the Company, or any person nominated for election to such positions, or any owner of more than ten percent of the Company's outstanding voting stock, or any member of the immediate family of any of the foregoing, had or is to have a direct or indirect material interest. In the ordinary course of business, the Company has transactions with other companies in which some of such persons or former officers of the Company or its subsidiaries may have an interest, but these transactions have been negotiated on an arm's length basis and are not material.

No director/independent director or officer of PLDT or associate of any director/independent director or officer of PLDT was indebted to PLDT at any time during the past two years.

## CORPORATE GOVERNANCE

Discussion on Corporate Governance is found on pages [32 to 57] of the Company's Annual Report.

## OTHER MATTERS

### Information on PLDT's Independent Auditors and Other Related Matters

Article XII of our By-Laws provides that the Audit Committee constituted by the Board of Directors shall be directly responsible for the appointment, compensation, retention, removal or termination of engagement and oversight of the Company's independent auditors. Pursuant to this By-Laws provision, our Audit Committee approved the engagement or appointment of Sycip Gorres Velayo & Co. ("SGV"), a member practice of Ernst & Young Global, as the Company's independent auditors, which appointment was confirmed by the Board of Directors. The Audit Committee is composed of Mr. Pedro E. Roxas, as Chairman and Retired Chief Justice Artemio V. Panganiban and Mr. Bernido H. Liu, as members, all of whom are independent directors. Ms. Corazon S. de la Paz-Bernardo and Messrs. James L. Go, Junichi Igarashi and Roberto R. Romulo are Advisors to the Audit Committee.

SGV has served as our independent auditors for the past 18 calendar years. In compliance with the five-year rotation requirement and the two-year cooling off period in the re-engagement of the same signing partner as provided under the Company's By-Laws and applicable laws and rules, Ms. Marydith C. Miguel of SGV took over as the new lead engagement/audit partner with the primary responsibility for the audit of the Company's financial statements beginning in calendar year 2018. Ms. Miguel replaced Mr. Ramon D. Dizon of SGV, who was the lead engagement/audit partner for the audit of the Company's financial statements in the preceding five years (2013-2017).

The audit fees paid to SGV or accrued by the Company for the audit of the Company's financial statements and services that are normally provided by the independent auditors in connection with statutory and regulatory filings or engagements amounted to approximately P47 million and P48 million in 2020 and 2019, respectively. The Company also paid other fees of approximately P23 million in 2020 and P20 million in 2019 to SGV with respect to the Company's Sarbanes-Oxley Act Section 404 assessment and other non-audit engagements. Out-of-pocket expenses incidental to the independent auditor's work do not exceed five percent of the agreed-upon engagement fees.

The Audit Committee pre-approves all audit and non-audit services as these are proposed or endorsed before these services are performed by the independent auditors.

The Company has no disagreement with SGV on any matter of accounting principles or practices, financial statement disclosure, or auditing scope or procedure.

The representatives of SGV are expected to be present at the Annual Meeting and will have an opportunity to make a statement if they desire to do so and to respond to appropriate questions.

## Voting Procedures

### 1. Voting Rights

Owners of shares of Common Stock and Voting Preferred Stock as of the Record Date present or represented by proxy or participating through remote communication at the Annual Meeting shall be entitled to vote on Items 4 and 5 of the Agenda.

There are no matters or actions to be taken up in the Annual Meeting with respect to Authorization or Issuance of Securities Other Than for Exchange; Modification or Exchange of Securities; Mergers, Consolidations, Acquisitions and Similar Matters; Acquisition or Disposition of Property; Restatement of Accounts; Amendment of By-Laws or Other Documents; and other similar matters or actions, which will require approval by the stockholders.

### 2. Votes Required

Matters For Stockholders Approval	Class of Shares Entitled to Vote	Votes Required
Approval of audited financial statements for the fiscal year ended December 31, 2020 contained in the Company's 2020 Annual Report	Common Shares and Voting Preferred Shares	Majority of total outstanding Common Shares and Voting Preferred Shares
Election of 13 directors including 3 independent directors for the ensuing year	Common Shares and Voting Preferred Shares	13 nominees receiving the highest number of votes shall be declared elected and 3 of them who have been pre-qualified as independent directors will be declared elected as such

### 3. Manner of Voting

Voting will be by means of written voting instructions (printed or scanned copy of proxy form), or online voting in absentia, taking into account the number of shares which the stockholders present or represented by proxy or participating through remote communication at the Annual Meeting and entitled to vote thereat own directly or for which they hold proxies.

### 4. Method of Counting Votes

Counting of votes will be done by the Corporate Secretary or her authorized representative(s) with the assistance of the representative(s) of the Company's independent auditors, SGV, and stock transfer agent, BDO Unibank, Inc. All votes attaching to the shares of stock owned by stockholders whose proxies were received by the Company will be cast in accordance with the voting instructions given or authority granted under the proxies.

The Company's registration, online voting, tabulation, and reporting system has been reviewed and tested by an independent third party in accordance with the Philippine Standard on Related Services 4400 Agreed Upon Procedure



issued by the Auditing Standard and Practices Council. SGV will check the completeness and accuracy of the encoded proxies and online votes as well as the completeness and accuracy of the voting and attendance results generated by the system.

### **Special Note Regarding Forward Looking Statements**

This Information Statement may contain some statements which constitute “forward-looking statements”. We have based these forward-looking statements on our current beliefs, expectations and intentions as to facts, actions and events that will or may occur in the future. Such statements generally are identified by forward-looking words such as “believe”, “plan”, “anticipate”, “continue”, “estimate”, “expect”, “may” or other similar words.

A forward-looking statement may include a statement of the assumptions or bases underlying the forward-looking statement. We have chosen these assumptions or bases in good faith and we believe they are reasonable in all material respects. However, we caution that assumed facts or bases almost always vary from actual results and the differences between assumed facts and actual results can be material depending on the circumstances. These forward-looking statements are subject to risks and uncertainties, some of which are beyond our control. In addition, any forward-looking statement made by us in this Information Statement or elsewhere speaks only as at the date on which we made it. New risks and uncertainties come up from time to time, and it is impossible for us to predict these events or how they may affect us. We have no duty to, and do not intend to, update or revise the statements in this Information Statement after the date hereof. In light of these risks or uncertainties, any forward-looking statement made in this Information Statement or elsewhere might not occur.

**The Company will publish in two (2) newspapers of general circulation at least 15 business days prior to the Annual Meeting a notice that this Information Statement, the Company’s 2020 Management Report/Annual Report, SEC Form 17-A, and SEC Form 17-Q are posted on PSE EDGE and the Company’s website and can be accessed at [\[edge.pse.com.ph/companyDisclosure/form.do?cmpy\\_id=6\]](http://edge.pse.com.ph/companyDisclosure/form.do?cmpy_id=6) and <http://www.pldt.com/investor-relations/shareholder-information/latest-shareholders'-news>, respectively.**

**The Company will provide, without charge, to each person solicited, upon the written or e-mail request of any such person, a copy of the Company’s 2020 Management Report/Annual Report, SEC Form 17-A, and SEC Form 17-Q. Such written or e-mail request should be directed to the Corporate Secretary of PLDT Inc. at the 9th Floor, PLDT MGO Building, Legaspi St. cor. Dela Rosa St., Makati City, Philippines or via [pldtshareholderservices@pldt.com.ph](mailto:pldtshareholderservices@pldt.com.ph).**

### **SIGNATURE**

**After reasonable inquiry and to the best of my knowledge and belief, I certify that the information set forth in this Information Statement is true, complete and correct in all material respects.**

**Signed in the City of Makati, Philippines on the 4<sup>th</sup> day of May 2021.**

**PLDT Inc.**

**MA. LOURDES C. RAUSA-CHAN  
Corporate Secretary**

**PLDT Inc.**  
**STOCKHOLDER PROXY**

**(Proxy solicitation is being made by and on behalf of the Company)**

The undersigned hereby appoints the Chairman of the Board of PLDT Inc. (the "Company"), with full power of substitution and delegation, as the proxy of the undersigned, to represent and vote all of the shares of the undersigned at the Annual Meeting of Stockholders of the Company to be held on June 8, 2021 (the "Annual Meeting") and at any and all adjournments or postponements thereof, for the purpose of acting on the proposals enumerated below.

In case of absence of the Chairman of the Board and any substitute proxy designated by him at the Annual Meeting, the undersigned hereby grants the President of the Company or, in case of his absence, the Chairman of the Annual Meeting chosen in accordance with the Company's By-Laws, full power and authority to act as alternate proxy of the undersigned, for the same purposes specified in the preceding paragraph.

The proxy/substitute proxy/alternate proxy, as the case may be, shall vote subject to the instructions indicated below and the proxy/substitute proxy/alternate proxy, as the case may be, is authorized to vote in his discretion upon other business as may properly come before the Annual Meeting and any adjournments or postponements thereof. Where no specific instruction is clearly indicated below, the proxy/substitute proxy/alternate proxy, as the case may be, shall vote and shall be deemed authorized to vote "FOR" with respect to Proposal 1 and "FOR ALL" with respect to Proposal 2.

**PROPOSALS AND VOTING INSTRUCTIONS**

Management recommends a "FOR" vote for Proposal 1 and a "FOR ALL" vote for Proposal 2.

1. Approval of the audited financial statements for the fiscal year ending December 31, 2020 contained in the Company's 2020 Annual Report.

FOR                       AGAINST                       ABSTAIN

2. Election of 13 directors including 3 independent directors.

The nominees for election as directors/independent directors are:

- |  |                             |                                      |
|--|-----------------------------|--------------------------------------|
| 1. Mr. Bernido H. Liu<br>(Independent Director)                        | 4. Mr. Manuel L. Argel, Jr. | 10. Mr. Manuel V. Pangilinan         |
| 2. Chief Justice Artemio V. Panganiban (Ret)<br>(Independent Director) | 5. Ms. Helen Y. Dee         | 11. Mr. Alfredo S. Panlilio          |
| 3. Ms. Bernadine T. Siy<br>(Independent Director)                      | 6. Atty. Ray C. Espinosa    | 12. Ambassador Albert F. del Rosario |
|  | 7. Mr. James L. Go          | 13. Ms. Marife B. Zamora             |
|  | 8. Mr. Shigeki Hayashi      |                                      |
|  | 9. Mr. Junichi Igarashi     |                                      |

FOR ALL                       WITHHOLD FOR ALL                       EXCEPTIONS

Exceptions \_\_\_\_\_

- |          |          |           |
|----------|----------|-----------|
| 1. _____ | 5. _____ | 9. _____  |
| 2. _____ | 6. _____ | 10. _____ |
| 3. _____ | 7. _____ | 11. _____ |
| 4. _____ | 8. _____ | 12. _____ |
|          |          | 13. _____ |

Instructions:

- A stockholder may withhold authority to vote for any or some nominee(s), by marking the exception box and writing the name(s) of such nominee(s) on the space provided above. If a stockholder designates exception(s), the number of shares to be distributed to each of the remaining nominees must be indicated on the spaces provided above.
- A stockholder can either (a) vote for all of the nominees, in which case the said stockholder's total votes will be split and cast equally among the nominee(s); (b) withhold his/her/its vote for all of the nominees; or (c) vote only for some and not all of the nominees, in which case said stockholder's total votes will be distributed and cast as indicated by the said stockholder in the spaces provided above. If a stockholder does not indicate the number of shares to be distributed among the remaining nominees who are not named on the space for exceptions above, then the said stockholder's total votes will be split and cast equally among the remaining nominees. The total number of votes which a stockholder may cast is equal to thirteen (13) times the number of shares of common stock and voting preferred stock held as of the Record Date.

\_\_\_\_\_  
(Signature Over Printed Name)

Stockholder  
 Authorized Representative of Stockholder

Date: \_\_\_\_\_, 2021

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PLEASE SEE REVERSE SIDE FOR ADDITIONAL INFORMATION AND INSTRUCTIONS

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## GENERAL INFORMATION AND INSTRUCTIONS

### 1. Solicitation Information

Solicitation of proxies for the Annual Meeting is being made by and on behalf of the Company.

Solicitation of proxies in the Philippines will be undertaken mainly by mail and, in person or by telephone, by certain employees of the Company. Solicitation will be done also through the proxy solicitation firm, Morrow Sodali, LLC with respect to stockholders residing in the United States.

Officers and employees who will make the proxy solicitation on behalf of the Company will not be paid any additional compensation for proxy solicitation, except for reimbursement of reasonable transportation and representation expenses incurred in connection therewith which is estimated to be in the aggregate amount of P30,000. Morrow Sodali, LLC will be paid approximately US\$ 25,000 inclusive of out-of-pocket expenses incurred by them in the course of solicitation.

The cost and expenditures incidental to the proxy solicitation will be borne by the Company.

### 2. Interest of Certain Persons in or Opposition to Matters to be Acted Upon

No director/independent director or officer of the Company or nominee for election as director/independent director or officer of the Company and, to the best knowledge of the Company, no associate of a director/independent director or officer or nominee for election as a director/independent director or officer of the Company has any substantial interest, direct and indirect, by security holdings or otherwise, in any matter to be acted upon at the Annual Meeting, other than election to office.

No director/independent director has informed the Company in writing that he intends to oppose any action to be taken at the Annual Meeting.

### 3. Submission of Proxy

- (a) The proxy form must be completed, signed and dated by the stockholder or his duly authorized representative, and received at the principal office and mailing address of the Company not later than 5:00 p.m. on June 1, 2021. The completed proxy form may also be sent in pdf format to [pldtshareholderservices@pldt.com.ph](mailto:pldtshareholderservices@pldt.com.ph). The proxy form need not be notarized.
- (b) If the shares of stock are owned by two or more joint owners, the proxy form must be signed by all of the joint owners.
- (c) If the shares of stock are owned in an "and/or" capacity, the proxy form must be signed by at least one of the owners.
- (d) If the shares of stock are owned by a corporation, association, partnership or unincorporated entity, the proxy form must be accompanied by a certification, signed by a duly authorized officer, partner or representative of such corporation, association, partnership or unincorporated entity, to the effect that the person signing the proxy form has been authorized by the governing body or has the power pursuant to the By-Laws, constitutive documents or duly approved policies of such corporation, association, partnership or unincorporated entity, for such purpose.
- (e) A proxy form given by a broker or dealer in respect of shares of stock carried by such broker or dealer for the account of a customer must be supported by a sworn certification that the same is given with the express prior authorization of such customer.
- (f) If any customer of a broker or dealer who is the beneficial owner of shares of stock executes a sub-proxy, the broker or dealer shall certify that the signature on the sub-proxy is the true and genuine signature of its customer.
- (g) If the proxy is undated, the postmark or, if not mailed, its actual date of presentation shall be considered. If the Company receives more than one (1) proxy form from the same stockholder and they are all undated, the postmark dates shall be considered. If the proxy forms are mailed on the same date, the one bearing the latest time of day of postmark shall be recognized. If the proxy forms are not mailed, then the time of their actual presentation shall be considered and that which is presented last shall be recognized.
- (h) If the same stockholder gives two (2) or more proxy forms for the same number of shares owned by him, the latest one given shall be deemed to revoke all proxy forms priorly given by said stockholder.

### 4. Period of Validity of Proxy

A proxy given by a stockholder shall be valid and effective only for the Annual Meeting on June 8, 2021 and any adjournments or postponements thereof, except if the stockholder shall have indicated in the proxy form that it is valid and effective for use in other meetings of stockholders of the Company. However, in no case shall any proxy given by a stockholder be valid and effective for a period longer than five (5) years.

### 5. Revocation of Proxy

A stockholder who has given a proxy has the power to revoke it by a written instrument duly signed and dated, which must be received at the Company's principal office and mailing address or at the office of the Company's transfer agent for common and voting preferred shares at BDO Unibank, Inc., Stock Transfer Department, 15<sup>th</sup> Floor South Tower BDO Corporate Center, 7899 Makati Avenue, Makati City, not later than 5:00 p.m. on June 5, 2021. A stockholder may also send the duly completed written instrument containing his/her request to revoke his/her proxy to [pldtshareholderservices@pldt.com.ph](mailto:pldtshareholderservices@pldt.com.ph).

### 6. Validation of Proxies

The last day for validation of proxies will be on June 3, 2021. Validation of proxies will be done by the Corporate Secretary and persons designated by the Corporate Secretary who shall be under her supervision and control, in accordance with the procedure and guidelines set out in the Company's By-Laws and Rule 20.11.2 of the Amended Implementing Rules and Regulations of the SRC. Pursuant to the Company's By-Laws, all issues relative to proxies, including the validity and effectivity of proxies, shall be decided by the Corporate Secretary and any decision of the Corporate Secretary thereon shall be final and binding unless set aside by a court of competent jurisdiction