

January 31, 2025

**THE PHILIPPINE STOCK EXCHANGE, INC.**

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

Attention: **Atty. Stefanie Ann B. Go**  
Officer-in-Charge, Disclosure Department

**PHILIPPINE DEALING AND EXCHANGE CORP.**

29<sup>th</sup> Floor, BDO Equitable Tower  
8751 Paseo de Roxas, Makati City 1226

Attention: **Atty. Suzy Claire R. Selleza**  
Head – Issuer Compliance and Disclosure Department

Ladies and Gentlemen:

Please be informed that the Board of Directors of BDO Unibank, Inc. (the “Bank”), at its regular meeting held today, January 31, 2025, approved the following:

1. Hiring of (a) MR. ARNOLD QUISMORIO BENGCO as Executive Vice President (EVP) and Deputy Treasurer effective February 17, 2025 and (b) MR. RUFUS PINTO as Senior Vice President (SVP) and Head of Enterprise Services Group effective March 3, 2025;

Mr. Bengco has more than twenty-eight (28) years of work experience in the banking industry. He was EVP and Head of Financial Markets Segment at Security Bank Corporation (February 2023 - February 2025). He also held notable roles such as Treasury Technical Consultant for Corporate Treasury at Temasek Holdings Limited (Singapore) (September 2021 - January 2023), Emerging Markets FX Asia Head at Barclays Singapore (September 2018 - July 2019), Portfolio Trading Management Head at OCBC Bank (Singapore) (January 2016 - October 2017), and Macro Portfolio Manager at Dymon Asia Capital Singapore (December 2013 - September 2015). Additionally, he worked with Citibank Singapore as Emerging Markets Trader for FX and Government Bonds (November 1999 - April 2007) and as Managing Director and Regional Head for Asian Currencies (April 2007 - September 2013), and with Citibank, N.A. Philippines as FX Trader for FX and Government Bonds (July 1996-November 1999). He holds a Bachelor’s Degree in Applied Mathematics (Actuarial Science) from the De La Salle University, Manila and a Master’s Degree in Business Management from the Asian Institute of Management.

Mr. Pinto has more than twenty-four (24) years of work experience in the banking industry. He is the Country Head of Australia and New Zealand Banking Group Limited (ANZ) India and Board Director of ANZ Operations and Technology Private Limited since January 2022. He also held several key positions such as Country Head of ANZ Philippines and Board Director of ANZ Manila Centre (September 2020 - December 2021), Chief Executive Officer of ANZ Laos (October 2017 - August 2020), Board Director of ANZ Kiribati and Vanuatu (September 2016 - June 2020), Regional Country Head of ANZ Vanuatu, Kiribati and New Caledonia (September 2016 – September 2017), Chief Executive Officer and Board Director of ANZ Kiribati (January 2014 - August 2016), Senior Private Wealth Manager of ANZ Melbourne (May 2013 - December 2013), Head of Market Research and Analytics of ANZ Melbourne (April 2013 - May 2013), and Director of Consumer and Services of ANZ Melbourne (February 2011 - March 2013). Mr. Pinto also worked with Westpac Institutional Bank, Melbourne (May 2008 - January 2011), National Australia Bank (January 2005 - April 2008), Standard Chartered Bank, Mumbai (June 2002 - February 2003), and GE Capital, Goa (August 2000 to June 2002). He is a Certified Practicing Accountant (CPA) from CPA Australia. He holds a Post Graduate Certificate in Applied Finance from Macquarie University, a Master of Business Administration from Victoria University, and a Bachelor of Commerce in Management & Accounting from Mumbai University.

2. Appointment of SVP. PAUL JOHN SIY as Chief Information Officer, Head of Information Technology (IT) Group, subject to BSP confirmation, and Member of the IT Steering Committee effective February 3, 2025, vice SVP FREDERIC MARK S. GOMEZ, who will assume a new role under the Office of the President, covering among others, enterprise initiatives and projects;

**BDO Unibank, Inc.**  
BDO Towers Valero  
8741 Paseo De Roxas  
Salcedo Village  
Makati City 1226  
Philippines  
Swift Code BNORPHMM  
Tel +632 8840-7000

Mr. Siy has more than thirty (30) years of work experience, with more than twenty-five (25) years in the banking industry. He has been with the Bank for more than five (5) years as SVP and Department Head of Infrastructure and Operations under the IT Group. As one (1) of the Bank's IT leaders, Mr. Siy has played a pivotal role in the implementation of the Bank's digitization program. His leadership has been instrumental in driving significant advancements within the Bank, particularly in the areas of mobile tools deployment, digital banking service enhancements, and cybersecurity fortification. He also worked with JPMorgan Chase & Co. (June 2010 - March 2017), CSTechnology (May 2009 - February 2010), Macquarie Bank (April 2006 - December 2008), JPMorgan (December 2003 - April 2006 and August 1995 – December 1998), Netstar Networks (Logicalis) (November 2001 – November 2003), Pico Global Services Limited (January 2000 - May 2001) and Citibank, N.A. (June 1988 -August 1995) in various capacities. Mr. Siy holds a Master's Degree in Business Administration, Major in Information Systems from the Hong Kong University of Science and Technology.

3. As a result, the new membership composition of the IT STEERING COMMITTEE of the Bank from February 3, 2025 until the 2025 Annual Stockholders' Meeting shall be as follows:

George T. Barcelon	Chairman
Dioscoro I. Ramos	Member
Nestor V. Tan	Member
<b>Paul John Siy</b>	<b>Member</b>

4. Declaration of cash dividends on Preferred Shares Series "A" at the rate of 6.5% per annum of the par value, for a total dividend amount of ₱408,395,000.00, payable within sixty (60) banking days from dividend declaration date; and
5. Setting of the Annual Stockholders' Meeting (ASM) of the Bank on April 25, 2025, Friday, at 2:00 in the afternoon, in hybrid format (a combination of in-person and remote attendance), and setting of the record date for stockholders entitled to vote and be voted, and participate at such meeting on March 3, 2025. The ASM will be held at the Forbes Ballroom 1, Third Floor, Conrad Manila, Pasay City.

Thank you.

Very truly yours,



ALVIN C. GO  
SVP/Assistant Corporate Secretary and Alternate  
Corporate Information Officer



SECURITIES AND EXCHANGE COMMISSION  
SEC FORM 17-C

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

1. January 31, 2025  
Date of Report (Date of earliest event reported)
2. SEC Identification Number 34001 3. BIR Tax Identification No. 000-708-174-000
4. **BDO Unibank, Inc.**  
Exact name of issuer as specified in its charter
5. METRO MANILA 6. (SEC Use Only)   
Province, country or other jurisdiction of Industry Classification Code:  
incorporation
7. BDO Corporate Center, 7899 Makati Avenue, Makati 0726  
City, Philippines  
Address of principal office Postal Code
8. (632) 8840-7000/8702-6000  
Issuer's telephone number, including area code
9. **N.A.**  
Former name or former address, if changed since last report

10. Securities registered pursuant to Sections 8 and 12 of the SRC or Sections 4 and 8 of the RSA

Title of Each Class	Number of Shares of Common Stock Outstanding and Amount of Debt Outstanding
COMMON	5,272,270,821
PREFERRED	618,000,000

11. Indicate the item numbers reported herein:

**Items 4 and 9**

The Board of Directors of BDO Unibank, Inc. (the "Bank"), at its regular meeting held today, January 31, 2025, approved the following:

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### SIGNATURES

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

**BDO Unibank, Inc.**  
Issuer

Date: January 31, 2025  
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**EDMUNDO L. TAN**  
Corporate Secretary