

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. Date of Report (Date of earliest event reported)

Dec 8, 2025

2. SEC Identification Number

34001

3. BIR Tax Identification No.

000-708-174-000

4. Exact name of issuer as specified in its charter

BDO Unibank, Inc.

5. Province, country or other jurisdiction of incorporation

Philippines

6. Industry Classification Code(SEC Use Only)

7. Address of principal office

BDO Corporate Center, 7899 Makati Ave., Makati City

Postal Code

0726

8. Issuer's telephone number, including area code

(632)8840-7000 / 8702-6000

9. 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	5,333,906,693	
Preferred	618,000,000	

11. Indicate the item numbers reported herein

Item 4

The Exchange does not warrant and holds no responsibility for the veracity of the facts and representations contained in all corporate disclosures, including financial reports. All data contained herein are prepared and submitted by the disclosing party to the Exchange, and are disseminated solely for purposes of information. Any questions on the data contained herein should be addressed directly to the Corporate Information Officer of the disclosing party.



BDO Unibank, Inc.
BDO

PSE Disclosure Form 4-8 - Change in Directors and/or Officers
(Resignation/Removal or Appointment/Election)
References: SRC Rule 17 (SEC Form 17-C) and
Section 4.4 of the Revised Disclosure Rules

Subject of the Disclosure

Appointment and Retirement of Officers

Background/Description of the Disclosure

The Board of Directors of BDO Unibank, Inc. (the "Bank"), at its regular meeting held on 6 December 2025, approved the appointment of MR. ARNOLD Q. BENGCO, Executive Vice President and currently Deputy Treasurer, as Treasurer and Treasury Group Head, effective January 1, 2026, vice MR. DALMACIO D. MARTIN, Executive Vice President, who will move to the Office of the President effective the same date to assist in the transition.

At the same meeting, the Board noted the retirement of MR. GABRIEL UY LIM, Senior Vice President and Head of BDO Capital and Investment Corporation/ Corporate Finance, effective January 1, 2026.

Thank you.

Resignation/Removal or Replacement

Name of Person	Position/Designation	Effective Date of Resignation/Cessation of term (mmm/dd/yyyy)	Reason(s) for Resignation/Cessation
Gabriel Uy Lim	Senior Vice President and Head of BDO Capital and Investment Corporation / Corporate Finance	Jan 01 2026	Retirement

Election or Appointment

Name of Person	Position/Designation	Date of Appointment/Election (mmm/dd/yyyy)	Effective Date of Appointment Election (mmm/dd/yyyy)	Shareholdings in the Listed Company		Nature of Indirect Ownership
				Direct	Indirect	
—	-	—	-	-	-	—

Promotion or Change in Designation

Name of Person	Position/Designation		Date of Approval (mmm/dd/yyyy)	Effective Date of Change (mmm/dd/yyyy)	Shareholdings in the Listed Company		Nature of Indirect Ownership
	From	To			Direct	Indirect	
Arnold Q. Bengco	Executive Vice President, Deputy Treasurer	Executive Vice President, Treasurer and Treasury Group Head	Dec 06 2025	Jan 1 2026	199	0	—
Dalmacio D. Martin	Executive Vice President, Treasurer and Treasury Group Head	Executive Vice President, Office of the President	Dec 06 2025	Jan 1 2026	599,027	0	—

Other Relevant Information

Please see attachment.

Filed on behalf by:

Name	Elmer Serrano
Designation	Corporate Information Officer



December 6, 2025

THE PHILIPPINE STOCK EXCHANGE, INC.

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

Attention: **Atty. Johanne Daniel M. Negre**
Head, Disclosure Department

PHILIPPINE DEALING AND EXCHANGE CORP.

29th 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, December 6, 2025, approved the following:

1. Appointment of MR. ARNOLD Q. BENGCO, Executive Vice President and currently Deputy Treasurer, as Treasurer and Treasury Group Head, effective January 1, 2026, vice MR. DALMACIO D. MARTIN, Executive Vice President, who will move to the Office of the President effective the same date to assist in the transition; and
2. Declaration of regular cash dividends on common shares of the Bank in the amount of Php1.10 per share for the fourth quarter of 2025, payable on December 29, 2025 to all stockholders of record as of December 23, 2025.

At the same meeting, the Board noted the retirement of MR. GABRIEL UY LIM, Senior Vice President and Head of BDO Capital and Investment Corporation\Corporate Finance, effective January 1, 2026.

Thank you.

Very truly yours,

Sgd.

 **ALVIN C. GO**

SVP/Assistant Corporate Secretary and Alternate
Corporate Information Officer

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

We find ways®

COVER SHEET

3 4 0 0 1

SEC Registration Number

B D O U N I B A N K , I N C .

(Company's Full Name)

B D O T O W E R S V A L E R O

8 7 4 1 P A S E O D E R O X A S S A L C E D O V I L L .

M A K A T I C I T Y 1 2 2 6

(Business Address: No. Street City/Town/Province)

EDMUNDO L. TAN

(Contact Person)

8840-7000/8702-6000

(Company Telephone Number)

1 2

Month

3 1

Day

(Fiscal Year)

SEC 17-C

(Form Type)

Any day in April of each year, or if not
practicable, on such date as may be fixed
by the Board of Directors

Month Day

(Annual Meeting)

(Secondary License Type, If Applicable)

CGFD/MSRD

Dept. Requiring this Doc.

Amended Articles Number/Section

Total Amount of Borrowing

Domestic

Foreign

To be accomplished by SEC Personnel concerned

File Number

LCU

Document ID

Cashier

STAMPS

Remarks: Please use BLACK ink for scanning purposes.



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SEC FORM 17-C

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

1. December 6, 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	5,333,906,693
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, December 6, 2025, approved the following:

1. Appointment of MR. ARNOLD Q. BENGCO, Executive Vice President and currently Deputy Treasurer, as Treasurer and Treasury Group Head, effective January 1, 2026, vice MR. DALMACIO D. MARTIN, Executive Vice President, who will move to the Office of the President effective the same date to assist in the transition; and

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2. Declaration of regular cash dividends on common shares of the Bank in the amount of Php1.10 per share for the fourth quarter of 2025, payable on December 29, 2025 to all stockholders of record as of December 23, 2025.

At the same meeting, the Board noted the retirement of MR. GABRIEL UY LIM, Senior Vice President and Head of BDO Capital and Investment Corporation\Corporate Finance, effective January 1, 2026.

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: December 6, 2025

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Sgd.

EDMUNDO L. TAN

Corporate Secretary