

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)

Jun 28, 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

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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	5,327,027,018	
Preferred	618,000,000	

11. Indicate the item numbers reported herein

Item 9 - Other Events

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 Promotion of Senior Officers
Background/Description of the Disclosure

Ladies and Gentlemen:

Please be informed that the Board of Directors of BDO Unibank, Inc. at its regular meeting held on June 28, 2025 approved the following:

1. Hiring of MR. KARIS LIAM JOHANN SESE NAPA as Senior Vice President and Head of Commercial Banking for BDO (Singapore), effective July 1, 2025;

Mr. Napa has more than twenty (20) years of work experience in the banking industry. He was Executive Director for Global Banking and Markets - Fixed Income, Currency and Commodities and Equities at The Goldman Sachs Group, Inc., Singapore (November 2013 to June 2025); Vice President for Corporate Sales and Structuring and Global Wealth Management at Citibank Singapore Limited (January 2011 to November 2013); Vice President for Corporate Sales and Structuring at Citibank N.A. Philippines (April 2005 to January 2011); and Product Planning Manager and Production Purchasing Engineer at Ford Motor Company Philippines (June 2003 to April 2005). He holds a Bachelor's Degree in Management Engineering from the Ateneo de Manila University.

2. Promotion of six (6) Senior Officers of the Bank from the rank of First Vice President to Senior Vice President, effective February 1, 2025.

- a. MS. MARY GRACE R. CAGUIOA - Transaction Banking
- b. MS. REGINA G. CAYNAP - Branch Banking
- c. MR. JOEL M. ESCALA - Trust & Investments
- d. MR. BREMEL PETER R. GUIAO - Consumer Banking
- e. MR. ROY L. VILLAREAL - Consumer Banking
- f. MS. SHAKIRA C. YU - Branch Banking

MARY GRACE R. CAGUIOA is the Unit Head of SME under Cash Management Services of Transaction Banking Group. She finished her Bachelor of Arts degree in Economics from the University of Santo Tomas, Manila in 1998. Ms. Caguioa has been with the Bank for almost thirteen (13) years.

REGINA G. CAYNAP is the Region Head of Metro Manila East under Branch Banking Group. She obtained her Bachelor of Science in Commerce major in Economics from the University of Santo Tomas, Manila in 1982. Ms. Caynap has been with the Bank for thirty-three (33) years.

JOEL M. ESCALA is the Department Head of Business Information under Trust & Investments Group. He earned his Bachelor of Science in Computer Science major in Information Technology from De La Salle University in 1991. Mr. Escala has been with the Bank for almost twenty-eight (28) years.

BREMEL PETER R. GUIAO is the Business Head of Auto Loans under Consumer Banking Group. He obtained his Bachelor of Science in Commerce major in Business Management from De La Salle University, Manila in 1991 and earned his Masters in Business Administration from California State University, United States of America in 1992. Mr. Guiao has been with the Bank for eight (8) years.

ROY L. VILLAREAL is the Head of Digital under Consumer Banking Group. He finished the degree of Bachelor of Science in Statistics from the University of the Philippines, Quezon City in 1993. He has been with the Bank for almost four (4) years.

SHAKIRA C. YU is the Head of Customer Experience & Branch Transformation under Branch Banking Group. She obtained her Bachelor of Arts degree in Communication Arts from Saint Paul College, Manila in 1989. Ms. Yu has been with the Bank for almost fourteen (14) years.

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
-	-	-	-

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	

KARIS LIAM JOHANN SESE NAPA	Senior Vice President and Head of Commercial Banking for BDO (Singapore)	Jun 28, 2025	Jul 1, 2025	-	-	-
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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	
MARY GRACE R. CAGUIOA	First Vice President	Senior Vice President	Jun 28, 2025	Feb 1, 2025	42,174	-	-
REGINA G. CAYNAP	First Vice President	Senior Vice President	Jun 28, 2025	Feb 1, 2025	33,874	-	-
JOEL M. ESCALA	First Vice President	Senior Vice President	Jun 28, 2025	Feb 1, 2025	132,447	-	-
BREMEL PETER R. GUIAO	First Vice President	Senior Vice President	Jun 28, 2025	Feb 1, 2025	-	-	-
ROY L. VILLAREAL	First Vice President	Senior Vice President	Jun 28, 2025	Feb 1, 2025	-	-	-
SHAKIRA C. YU	First Vice President	Senior Vice President	Jun 28, 2025	Feb 1, 2025	24,469	-	-

Other Relevant Information

Please see attachment.

Filed on behalf by:

Name	Elmer Serrano
Designation	Corporate Information Officer



June 28, 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**
Officer-in-Charge, 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" or BDO), at its regular meeting held today, June 28, 2025, approved the hiring of MR. KARIS LIAM JOHANN SESE NAPA as Senior Vice President and Head of Commercial Banking for BDO (Singapore), effective July 1, 2025.

Mr. Napa has more than twenty (20) years of work experience in the banking industry. He was Executive Director for Global Banking and Markets - Fixed Income, Currency and Commodities and Equities at The Goldman Sachs Group, Inc., Singapore (November 2013 to June 2025); Vice President for Corporate Sales and Structuring and Global Wealth Management at Citibank Singapore Limited (January 2011 to November 2013); Vice President for Corporate Sales and Structuring at Citibank N.A. Philippines (April 2005 to January 2011); and Product Planning Manager and Production Purchasing Engineer at Ford Motor Company Philippines (June 2003 to April 2005). He holds a Bachelor's Degree in Management Engineering from the Ateneo de Manila University.

At the same meeting, the Board approved the promotion of the following Senior Officers of the Bank from the rank of First Vice President to Senior Vice President, effective February 1, 2025:

NAME	GROUP
1. MS. MARY GRACE R. CAGUIOA	Transaction Banking
2. MS. REGINA G. CAYNAP	Branch Banking
3. MR. JOEL M. ESCALA	Trust & Investments
4. MR. BREMEL PETER R. GUIAO	Consumer Banking
5. MR. ROY L. VILLAREAL	Consumer Banking
6. MS. SHAKIRA C. YU	Branch Banking

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®

MARY GRACE R. CAGUIOA is the Unit Head of SME under Cash Management Services of Transaction Banking Group. She finished her Bachelor of Arts degree in Economics from the University of Santo Tomas, Manila in 1998. Ms. Caguioa has been with the Bank for almost thirteen (13) years.

REGINA G. CAYNAP is the Region Head of Metro Manila East under Branch Banking Group. She obtained her Bachelor of Science in Commerce major in Economics from the University of Santo Tomas, Manila in 1982. Ms. Caynap has been with the Bank for thirty-three (33) years.

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SHAKIRA C. YU is the Head of Customer Experience & Branch Transformation under Branch Banking Group. She obtained her Bachelor of Arts degree in Communication Arts from Saint Paul College, Manila in 1989. Ms. Yu has been with the Bank for almost fourteen (14) years.

Thank you.

Very truly yours,

Sgd.

 **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. June 28, 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 incorporation Industry Classification Code:
7. BDO Corporate Center, 7899 Makati Avenue, Makati City, Philippines 0726
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	5,327,027,018
PREFERRED	618,000,000
11. Indicate the item numbers reported herein:

Item 4

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Tel +632 8840-7000

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Thank you.

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: June 28, 2025

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Sgd. _____

EDMUNDO L. TAN
Corporate Secretary