



REPUBLIC OF THE PHILIPPINES
SECURITIES AND EXCHANGE COMMISSION
2F Legislative Bldg. Tarlac City



COMPANY REG. NO.: 2022060056134-06

CERTIFICATE OF INCORPORATION

KNOW ALL PERSONS BY THESE PRESENTS:

This is to certify that the Articles of Incorporation and By Laws of:

THE BROTHERHOOD OF BRAVE MAHARLIKAN TIGERS - BBM TIGERS INC.

were duly approved by the Commission on this date upon the issuance of this Certificate of Incorporation in accordance with the Revised Corporation Code of the Philippines (Republic Act No. 11232), which took effect on February 23, 2019 and copies of said Articles of Incorporation and By Laws are hereto attached.

This Certificate grants juridical personality to the corporation but does not authorize it to issue, sell or offer for sale to the public, securities such as but not limited to, shares of stock, investment contracts, debt instruments and virtual currencies without prior Registration Statement approved by the Securities and Exchange Commission; nor to undertake business activities requiring a Secondary License from this Commission such as, but not limited to acting as: broker or dealer in securities, government securities eligible dealer (GSED), investment adviser of an investment company, close-end or open-end investment company, investment house, transfer agent, commodity/financial futures exchange/broker/merchant, financing/lending company, and time shares/club shares/membership certificate issuers or selling agents thereof; nor to operate a fiat money to virtual currency exchange. Neither does this Certificate constitute a permit to undertake activities for which other government agencies require a license or permit.

This Certificate DOES NOT AUTHORIZE INVESTMENT SOLICITATION AND INVESTMENT-TAKING WITHOUT A SECONDARY LICENSE FROM THIS COMMISSION.

As a registered corporation, it shall submit annually to this Commission the reports indicated at the back of this certificate.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of this Commission to be affixed to this Certificate at 2F Legislative Bldg. Tarlac City, Philippines, this day of 15 June Two Thousand Twenty Two.

RICHARD R. LAUS

Director

*This is a computer generated certificate,
signature is not required.*

**For SEC use only
S949 (PSIC as reserved)
Non-stock Corporation
Corporation with 5 or more Incorporators**

DOCUMENTARY STAMP TAX PAID

COVER SHEET

CLIENT'S COPY

COMPANY REGISTRATION AND MONITORING DEPARTMENT

Nature of Application

REGISTRATION

SEC Registration Number

2022060056134-06

COMPANY NAME

THE BROTHERHOOD OF BRAVE MAHARLIKAN TIGERS - BBM TIGERS INC.

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

UNIT 1203 ESPANA TOWERS CONDOMINIUM ESPANA BLVD. Barangay 507, CITY OF MANILA, NCR, FIRST DISTRICT, NATIONAL CAPITAL REGION (NCR), 1008

COMPANY INFORMATION

Industry Code

S949

Industry Description

Activities of other membership organizations

Company's Email

romero_tess@yahoo.com

Company's Telephone Number/s

Company's Mobile Number

09065567854

CONTACT PERSON INFORMATION

Name of Contact

JHAYE V. GARCIA

Email Address

romero_tess@yahoo.com

Telephone Number/s

Mobile Number/s

09065567854

To be accomplished by CRMD Personnel

Assigned

Date

Signature


CHARLOTTE SANTIAGO

Document I.D.

N20220615-103

Received by Corporate Filing and Records Division:

Forwarded to:

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



OFFICIAL RECEIPT
 Republic of the Philippines
 DEPARTMENT OF FINANCE
 SECURITIES AND EXCHANGE COMMISSION
 Secretariat Building, PICC Complex
 Roxas Boulevard, Pasay City, 1307




Accountable Form No. 51 Revised 2006	ORIGINAL
DATE June 15, 2022	No. 2125393

PAYOR THE BROTHERHOOD OF BRAVE MAHARLIKAN TIGERS - BBW TIGERS INC.
 CITY OF MANILA, FIRST DISTRICT, NATIONAL CAPITAL REGION (NCR)

NATURE OF COLLECTION	ACCOUNT CODE	RESPONSIBILITY CENTER	AMOUNT
By Laws	4020102100(606)	TEC	1,000.00
Registration of Corporation	4020101000(606)		1,000.00
Registration of Membership Book	4020102100(606)		75.00
Name Verification	4020191099(678)		100.00
Legal Research Fee (A0123)	2020101000(151)		20.00
Documentary Stamp Tax	4010401000(401040)		50.00
Miscellaneous Income - Handlines Fee	4020191099(678)		20.00
TOTAL			PHP 2,245.00

AMOUNT IN WORDS
 TWO THOUSAND TWO HUNDRED FORTY FIVE PESOS AND 00/100

<input type="checkbox"/> Cash <input checked="" type="checkbox"/> Treasury Warrant <input type="checkbox"/> Check <input type="checkbox"/> Money Order	Received the Amount Stated Above  COLLECTING OFFICER
Treasury Warrant, Check, Money Order Number	
Date of Treasury Warrant, Check, Money Order	O.R. No. 2125393

NOTE: Write the number and date of this receipt on the back of treasury warrant, check or money order received.



Machine Validation:

Handwritten signature and date: 06/14/2022

06/14/2022 02:00 PM
06/14/2022 02:00 PM



Republic of the Philippines
DEPARTMENT OF FINANCE
SECURITIES AND EXCHANGE COMMISSION
2F Legislative Bldg. Tarlac City



PAYMENT ASSESSMENT FORM

No. 20220614-5445764

DATE 06/14/2022	RESPONSIBILITY CENTER TEO
PAYOR: THE BROTHERHOOD OF BRAVE MAHARLIKAN TIGERS - BBM TIGERS INC. CITY OF MANILA, FIRST DISTRICT, NATIONAL CAPITAL REGION (NCR), 1008	

NATURE OF COLLECTION	QUANTITY	ACCOUNT CODE	AMOUNT
By Laws		4020102000 (606)	1,000.00
Registration of Corporation		4020102000 (606)	1,000.00
Registration of Membership Book		4020102000 (606)	75.00
Name Verification		4020199099 (678)	100.00
Legal Research Fee (A0823)		2020105000 (131)	20.00
Documentary Stamp Tax		4010401000 (4010401)	30.00
Miscellaneous Income - Handling Fee		4020199099 (678)	20.00

TOTAL AMOUNT TO BE PAID **Php 2,245.00**

Assessed by: ESPARC	Amount in words: TWO THOUSAND TWO HUNDRED FORTY FIVE PESOS AND 00/100
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Remarks:

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

Breakdown Summary

FUND ACCOUNT	AMOUNT	ACCOUNT #
BTR Account - DST	30.00	see SEC BIR accounts
SEC RCC Current Account	2,195.00	3752-1001-43
BTR Account - LRF	20.00	see SEC BTR accounts
TOTAL	Php 2,245.00	

SEC BIR Accounts - DST

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

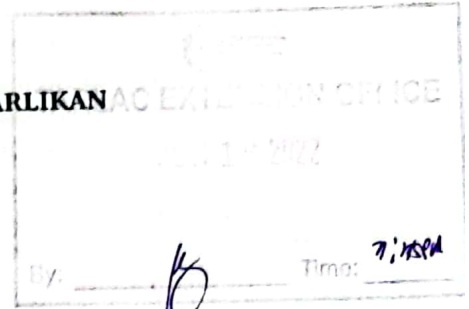
SEC BTR Accounts - LRF

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

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



Articles of Incorporation
of
**THE BROTHERHOOD OF BRAVE MAHARLIKAN
TIGERS - BBM TIGERS INC.**



KNOW ALL MEN BY THESE PRESENTS:

The undersigned incorporators, all of legal age and majority of whom are residents of the Philippines, have this day voluntarily agreed to form a non-stock corporation under the laws of the Republic of the Philippines.

AND WE HEREBY CERTIFY:

First: That the name of said corporation shall be

THE BROTHERHOOD OF BRAVE MAHARLIKAN TIGERS - BBM TIGERS INC.

Second: That the purpose or purposes for which such corporation is incorporated are:

To promote the integral human development of the people who are poor and marginalized, in order to alleviate their causes through training, education and formation programs. To provide opportunities to people in need to improve the quality of their lives through efficient management of resources. To conduct livelihood training activities, non-formal education projects and scholarship assistance. To help empower individuals and communities of people in areas of leadership, self-reliance, spiritual and physical well-being and other areas of development regardless of race, culture, social status, religion, and belief. To provide and accept grants, contributions, donations and other forms of assistance-financial aid, technical or in kind for the maintenance of the foundation and attainment of its purpose. To empower women to completely eradicate all forms of discrimination through the recognition, protection, fulfillment, and promotion of the rights of Filipino women, especially, those belonging in the marginalized sectors of the society. To define state obligations to help alleviate the plights of women, especially in the employment sector, education, and participation in the national development. To aid women in accessing all government and private sector programs equally and ensure substantive equality of men and women before the law. To recognize the dignity of women and the contribution of women in family, community, and the society, in general. To accept donations, gifts, and contributions, whether in cash or in kind, that will be used for the accomplishment of the purpose. To introduce and adopt innovations and best practices for the



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preservation and protection of the environment for the present generation and the generation yet to come. To create public awareness and provide sufficient education to the people on climate change with the end view that each shall take active role in the global effort to address the alarming impact and challenges of climate extremities. To focus on pollution prevention rather than on control and providing for a comprehensive management program for all kinds of pollution. To help lessen greenhouse gas emissions in the atmosphere. To conduct tree planting activities, clean up drive, and the like, to help lessen, if not prevent, the impacts of climate change. ;

Provided that the corporation shall not solicit, accept or take investments/placements from the public neither shall it issue investment contracts.

Third: That the principal office of the corporation is located in UNIT 1203 ESPANA TOWERS CONDOMINIUM ESPANA BLVD. SAMPALOC - BARANGAY 507 , CITY OF MANILA, FIRST DISTRICT, NATIONAL CAPITAL REGION (NCR), 1008;

Fourth: That the corporation shall have perpetual existence;

Fifth: That the names, nationalities and residences of the incorporators are as follows:

Name	Nationality	Residence
ABDULGANI M. MACATOMAN	Philippine, Filipino	Citigold Center 1345 Quirino Avenue Paco - Barangay 813 , CITY OF MANILA, FIRST DISTRICT, NATIONAL CAPITAL REGION (NCR), 1007
ALBERT P. DELA CRUZ	Philippine, Filipino	Blk 10 Lot 26 Amber Trail San Pablo , MEXICO, PAMPANGA, REGION III (CENTRAL LUZON), 2021
MAMARICO L. SANSARONA JR.	Philippine, Filipino	801 Isabelle De Hidalgo St. Quiapo - Barangay 393 , CITY OF MANILA, FIRST DISTRICT, NATIONAL CAPITAL REGION (NCR), 1001
RAFAEL C. YABUT	Philippine, Filipino	DALAN LUMA Pasig , CANDABA, PAMPANGA, REGION III (CENTRAL LUZON), 2013
JOSELITO F. MELCHOR	Philippine, Filipino	612 Rangoon St. B. F. International Village , CITY OF LAS PIÑAS, FOURTH DISTRICT, NATIONAL CAPITAL REGION (NCR), 1740



ROLANDO B. BAOSA	Philippine, Filipino	Blk 8 Lot 6 Phase 4 Pili St. Multinational Village Moonwalk , CITY OF PARAÑAQUE, FOURTH DISTRICT, NATIONAL CAPITAL REGION (NCR), 1709
ELEANOR B. UBOAN	Philippine, Filipino	Blk 3 Lot 9 Oakwood St. Maple Wood Estate Pasong Tamo , QUEZON CITY, SECOND DISTRICT, NATIONAL CAPITAL REGION (NCR), 1107
ATTY. HAROLD NAPOLEON W. ALCANTARA	Philippine, Filipino	266 Miguelin St. Sampaloc - Barangay 411 , CITY OF MANILA, FIRST DISTRICT, NATIONAL CAPITAL REGION (NCR), 1008
ROLLY PAGTOLON-AN	Philippine, Filipino	Unit M08 Evangelista St. Auro-Vir Plaza Bangkal , CITY OF MAKATI, FOURTH DISTRICT, NATIONAL CAPITAL REGION (NCR), 1233
JOVI FRANCIS W. TUPAZ	Philippine, Filipino	20 - B Saint Vincent St. Paradise Village Project 6 , QUEZON CITY, SECOND DISTRICT, NATIONAL CAPITAL REGION (NCR), 1100
ALLEN A. MACARAIG	Philippine, Filipino	32 Azalea St. Greenwoods South Executive Villa Pallocan Silangan , BATANGAS CITY (Capital), BATANGAS, REGION IV-A (CALABARZON), 4200
YUSOPH J. MANDO	Philippine, Filipino	144 A. Bonifacio Pasong Tamo , QUEZON CITY, SECOND DISTRICT, NATIONAL CAPITAL REGION (NCR), 1107
VIRGILIO R. LAZAGA	Philippine, Filipino	114 Galileo St. Sta. Rosa Estate Sta. Rosa Estate Balibago , CITY OF SANTA ROSA, LAGUNA, REGION IV-A (CALABARZON), 4026
ONASIS O. BALT	Philippine, Filipino	1431 9th ST. Fabre Estate Zone 88 Paco - Barangay 812 , CITY OF MANILA, FIRST DISTRICT, NATIONAL CAPITAL REGION (NCR), 1007
AMELITA L. DELA CRUZ	Philippine, Filipino	Blk 10 Lot 26 Amber Trail San Pablo , MEXICO, PAMPANGA, REGION III (CENTRAL LUZON), 2021

Sixth: That the number of trustees of the corporation shall be fifteen (15); and the names, nationalities and residences of the first trustees of the corporation are as



follows:

Name	Nationality	Residence
ABDULGANI M. MACATOMAN	Philippine, Filipino	Citigold Center 1345 Quirino Avenue Paco - Barangay 813 , CITY OF MANILA, FIRST DISTRICT, NATIONAL CAPITAL REGION (NCR), 1007
ALBERT P. DELA CRUZ	Philippine, Filipino	Blk 10 Lot 26 Amber Trail San Pablo , MEXICO, PAMPANGA, REGION III (CENTRAL LUZON), 2021
MAMARICO L. SANSARONA JR.	Philippine, Filipino	801 Isabelle De Hidalgo St. Qulapo - Barangay 393 , CITY OF MANILA, FIRST DISTRICT, NATIONAL CAPITAL REGION (NCR), 1001
RAFAEL C. YABUT	Philippine, Filipino	DALAN LUMA Pasig , CANDABA, PAMPANGA, REGION III (CENTRAL LUZON), 2013
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ELEANOR B. UBOAN	Philippine, Filipino	Blk 3 Lot 9 Oakwood St. Maple Wood Estate Pasong Tamo , QUEZON CITY, SECOND DISTRICT, NATIONAL CAPITAL REGION (NCR), 1107
ATTY. HAROLD NAPOLEON W. ALCANTARA	Philippine, Filipino	266 Miguelin St. Sampaloc - Barangay 411 , CITY OF MANILA, FIRST DISTRICT, NATIONAL CAPITAL REGION (NCR), 1008
ROLLY PAGTOLON-AN	Philippine, Filipino	Unit M08 Evangelista St. Auro-Vir Plaza Bangkal , CITY OF MAKATI, FOURTH DISTRICT, NATIONAL CAPITAL REGION (NCR), 1233



JOVI FRANCIS W. TUPAZ	Philippine, Filipino	20 - B Saint Vincent St. Paradise Village Project 6 , QUEZON CITY, SECOND DISTRICT, NATIONAL CAPITAL REGION (NCR), 1100
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AMELITA L. DELA CRUZ	Philippine, Filipino	Blk 10 Lot 26 Amber Trail San Pablo , MEXICO, PAMPANGA, REGION III (CENTRAL LUZON), 2021

Seventh: That the total contribution of the corporations is Fifty Thousand Pesos (P50,000).

Eighth: That RAFAEL C. YABUT has been elected by the members as Treasurer of the corporation to act as such until his successor is duly elected and qualified in accordance with the by-laws, and that as such Treasurer, he has been authorized to receive for and in the name and for the benefit of the corporation, all contributions or donations paid or given by the members.

Ninth: That no part of its income is distributable as dividends to its members, trustees or officers subject to the provisions of the Corporation Code of the Philippines on dissolution. Provided, that any profit obtained by the association as an incident to its operation shall, whenever necessary or proper shall be used for the furtherance of the purposes enumerated in Article II, subject to the provision of Title XI of the Corporation Code of the Philippines.

Tenth: That the incorporators undertake to change the name of the corporation, as herein provided or as amended thereafter, immediately upon receipt of notice from the Commission that another corporation, partnership or person has



acquired a prior right to the use of such name, that the name has been declared not distinguishable from a name already registered or reserved for the use of another corporation, or that it is contrary to law, public morals, customs or public policy.

IN WITNESS WHEREOF, we have hereunto signed these Articles of Incorporation, this JUN 13 2022 day of _____ in the City/Municipality of _____, Province of TARLAC CITY Republic of the Philippines.

Name	TIN	Signature
ABDULGANI M. MACATOMAN	904-172-557-000	<i>Amomatoman</i>
ALBERT P. DELA CRUZ	190-326-835-000	<i>Albert Dela Cruz</i>
MAMARICO L. SANSARONA JR.	422-395-747-000	<i>MS</i>
RAFAEL C. YABUT	132-662-298-000	<i>Rafael Yabut</i>
JOSELITO F. MELCHOR	200-661-765-000	<i>JFM</i>
ROLANDO B. BAOSA	118-280-565-000	<i>RBB</i>
ELEANOR B. UBOAN	127-909-153-000	<i>Eleanor Uboan</i>
ATTY. HAROLD NAPOLEON W. ALCANTARA	158-916-430-000	<i>H N Alcantara</i>
ROLLY PAGTOLON-AN	478-464-200-000	<i>RPA</i>
JOVI FRANCIS W. TUPAZ	173-897-551-000	<i>JFT</i>
ALLEN A. MACARAIG	919-862-714-000	<i>A Macaraig</i>
YUSOPH J. MANDO	242-511-888-000	<i>Mando</i>
VIRGILIO R. LAZAGA	148-013-303-000	<i>VR Lazaga</i>
ONASIS O. BALT	355-801-611-000	<i>OB</i>
AMELITA L. DELA CRUZ	251-672-245-000	<i>Amelita L Dela Cruz</i>
RAFAEL C. YABUT Treasurer	132-662-298-000	<i>Rafael Yabut</i>



ACKNOWLEDGEMENT

REPUBLIC OF THE PHILIPPINES)

TARLAC CITY

S.S)

BEFORE ME, a Notary Public, for and in **TARLAC CITY**, Philippines, this
____ day of **JUN 13 2022** 20____, personally appeared the following persons:

Name	TIN/Passport No.	Date and Place Issued
ABDULGANI M. MACATOMAN	904-172-557-000	
ALBERT P. DELA CRUZ	190-326-835-000	
MAMARICO L. SANSARONA JR.	422-395-747-000	
RAFAEL C. YABUT	132-662-298-000	
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VIRGILIO R. LAZAGA	148-013-303-000	
ONASIS O. BALT	355-801-611-000	
AMELITA L. DELA CRUZ	251-672-245-000	
RAFAEL C. YABUT <i>Treasurer</i>	132-662-298-000	



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known to me and to me known to be the same persons who executed the foregoing Articles of Incorporation constituting of ___ pages, including this page where the acknowledgement is written, and they acknowledged to me that the same is their free act and voluntary deed.

WITNESS MY HAND AND SEAL on the day first above-written.

Doc. No. 286 ;
Page No. 58 ;
Book No. XIX ;
Series Of 1011 .

NOTARY PUBLIC

ATTY. JESUITO C. CASTRO
Notary Public
Notarial Commission No. 07333
Tulsa City Hall
P.O. No. 5423337
Life Lifetime No. 07333
MCLC Compliance



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**BY-LAWS
OF
THE BROTHERHOOD OF BRAVE MAHARLIKAN
TIGERS - BBM TIGERS INC.**

I. THE TIME, PLACE AND MANNER OF CALLING AND CONDUCTING REGULAR OR SPECIAL MEETINGS OF THE DIRECTORS OR TRUSTEES.

- a) Regular meetings of the board of directors or trustees or trustees of the corporation shall be held monthly unless the by-laws provide otherwise.
- b) Special meetings of the board of directors or trustees may be held at any time upon the call of the president or as provided in the by-laws.
- c) Meetings of directors or trustees of corporations may be held anywhere in or outside of the Philippines, unless the by-laws provide otherwise. Notice of regular or special meetings stating the date, time and place of the meeting must be sent to every director or trustee at least two (2) days prior to the scheduled meeting, unless a longer time is provided in the by-laws. A director or trustee may waive this requirement, either expressly or impliedly.
- d) Directors or trustees who cannot physically attend or vote at board meetings can participate and vote through remote communication such as videoconferencing, teleconferencing, or other alternative modes of communication that allow them reasonable opportunities to participate. Directors or trustees cannot attend or vote by proxy at board meetings.

II. THE TIME AND MANNER OF CALLING AND CONDUCTING REGULAR OR SPECIAL MEETINGS OF THE STOCKHOLDERS OR MEMBERS.

- a) Regular or annual meetings of stockholders or members shall be held annually on **March 30**.
- b) Written notice of regular meetings shall be sent to all stockholders of record or members at least twenty-one (21) days prior to the meeting, unless a different period is required in the by-laws, law, or regulation: Provided, further, That written notice of regular meetings may be sent to all stockholders of record or members through electronic mail or such other manner as the Commission shall allow under its guidelines.
- c) Special meetings of Stockholders or members shall be held at any time deemed necessary or as provided in the by-laws: Provided, however, That at least one (1) week written notice shall be sent to all Stockholders or members, unless a different period is provided in the by-laws, law or regulation.
- d) Written notice of special meetings shall be sent to all stockholders or



members at least one week prior to the meeting.

e) Stockholders or members' meetings, whether regular or special, shall be held in the city or municipality where the principal office of the corporation is located, Provided, That any city or municipality in Metro Manila, Metro Cebu, Metro Davao, and other Metropolitan areas shall, for purposes of this section, be considered a city or municipality.

III. THE REQUIRED QUORUM IN MEETINGS OF STOCKHOLDERS OR MEMBERS

The required quorum in meetings of Stockholders or members shall consist of the stockholder/s representing a majority of the outstanding capital stock or a majority of the members in the case of non-stock corporations.

IV. THE FORM FOR PROXIES OF STOCKHOLDERS OR MEMBERS AND THE MANNER OF VOTING THEM

Stockholders or members may vote in person or by proxy in all meetings of Stockholders or members. Proxies shall be in writing, signed and filed, by the stockholder or member, in any form authorized in the by-laws and received by the corporate secretary within a reasonable time before the scheduled meeting. Unless otherwise provided in the proxy form, it shall be valid only for the meeting for which it is intended. No proxy shall be valid and effective for a period longer than five (5) years at any one time.

V. THE QUALIFICATIONS, DUTIES, TERM AND COMPENSATION OF DIRECTORS OR TRUSTEES

a) A person shall be disqualified from being a director, trustee or officer of any corporation if, within five (5) years prior to the election or appointment as such, the person was:

(a) Convicted by final judgment:

(1) Of an offense punishable by imprisonment for a period exceeding six (6) years;

(2) For violating this Code; and

(3) For violating Republic Act No. 8799, otherwise known as "The Securities Regulation Code";

(b) Found administratively liable for any offense involving fraudulent acts; and

(c) By a foreign court or equivalent foreign regulatory authority for acts, violations or misconduct similar to those enumerated in paragraphs (a) and (b) above.

Directors shall be elected for a term of one (1) year from among the holders of



stocks registered in the corporation's books, while trustees shall be elected for a term not exceeding three (3) years from among the members of the corporation. Each director and trustee shall hold office until the successor is elected and qualified. A director who ceases to own at least one (1) share of stock or a trustee who ceases to be a member of the corporation shall cease to be such.

b) The corporate powers of the corporation shall be exercised, all business conducted and all property of the corporation be controlled and held by the board of directors or trustees to be elected from among the holders of stocks, who shall hold office for one (1) year and until their successors are elected and qualified.

c) The directors or trustees shall not receive any compensation, as such directors or trustees, except for reasonable per diems. Any compensation may be granted to directors or trustees by the vote of the stockholders representing at least a majority of the outstanding capital stock or by majority of the members at a regular or special meeting, in no case shall the total yearly compensation of directors, as such directors, exceed ten (10%) percent of the net income before income tax of the corporation during the preceding year.

VI. THE MANNER OF ELECTION OR APPOINTMENT, QUALIFICATION AND THE TERM OF OFFICE OF ALL OFFICERS OTHER THAN DIRECTORS OR TRUSTEES

Immediately after their election, the directors or trustees of a corporation must formally organize by the election of a **PRESIDENT**, who shall be a director or member, a **TREASURER** who must be a resident, a **SECRETARY** who shall be a citizen and resident of the Philippines, and such other officers as may be provided in the by-laws. Two (2) or more positions may be held concurrently by the same officer, however no one shall act as **PRESIDENT** and **SECRETARY** or as **PRESIDENT** and **TREASURER** at the same time. The officers of the corporation shall hold office for one (1) year and until the successors are elected and qualified. The officers shall manage the corporation and perform such duties as may be provided in the bylaws and/or as resolved by the board of directors or trustees.

VII. FISCAL YEAR

The fiscal year of the corporation shall begin on **January 1** and shall end **December 31** of each year.

VIII. SEAL

The corporate seal shall be determined by the Board of directors or trustees.

IX. MISCELLANEOUS PROVISIONS:

Matters not covered by the provisions of these by-laws shall be governed by the provisions of the Revised Corporation Code of the Philippines.



IN WITNESS WHEREOF, we, the undersigned incorporators present at said meeting and voting thereat in favor of the adoption of said by-laws, have hereunto subscribed our names this 13th day of June, 2022 in the City/Municipality of Tarlac City, Province of Tarlac, Republic of the Philippines.

Name	TIN	Signature
ABDULGANI M. MACATOMAN	904-172-557-000	<i>Ammacatoman</i>
ALBERT P. DELA CRUZ	190-326-835-000	<i>albertpdcruz</i>
MAMARICO L. SANSARONA JR.	422-395-747-000	<i>MS</i>
RAFAEL C. YABUT	132-662-298-000	<i>Rafael Yabut</i>
JOSELITO F. MELCHOR	200-661-765-000	<i>JFM</i>
ROLANDO B. BAOSA	118-280-565-000	<i>RBB</i>
ELEANOR B. UBOAN	127-909-153-000	<i>Eleanor Uboan</i>
ATTY. HAROLD NAPOLEON W. ALCANTARA	158-916-430-000	<i>HNA Alcantara</i>
ROLLY PAGTOLON-AN	478-464-200-000	<i>RPA</i>
JOVI FRANCIS W. TUPAZ	173-897-551-000	<i>JFT</i>
ALLEN A. MACARAIG	919-862-714-000	<i>A. Macaraig</i>
YUSOPH J. MANDO	242-511-888-000	<i>Mando</i>
VIRGILIO R. LAZAGA	148-013-303-000	<i>VR Lazaga</i>
ONASIS O. BALT	355-801-611-000	<i>OBalt</i>
AMELITA L. DELA CRUZ	251-672-245-000	<i>Amelita L Dela Cruz</i>

