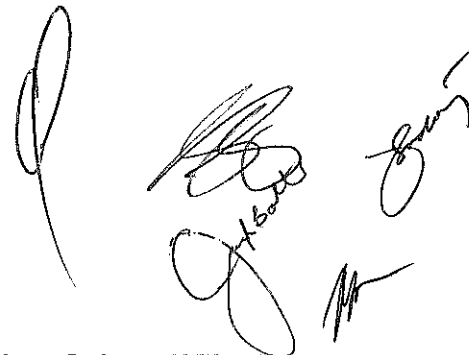


To : All Philcom Employees
From : Office of the President and COO
Subject : ORGANIZATIONAL RECONFIGURATION
Effectivity : May 15, 2022

This Order is issued to announce new converged departments and organizational units for the Philcom Organization.

The reorganization has the following key objectives in mind :

1. To improve process efficiencies within the Philcom organization
2. To accelerate Philcom's pivot to Smart Cities and Converged networks
3. To ensure long-term business growth via the development of new revenue streams
4. To delineate functions and clarify accountabilities/responsibilities

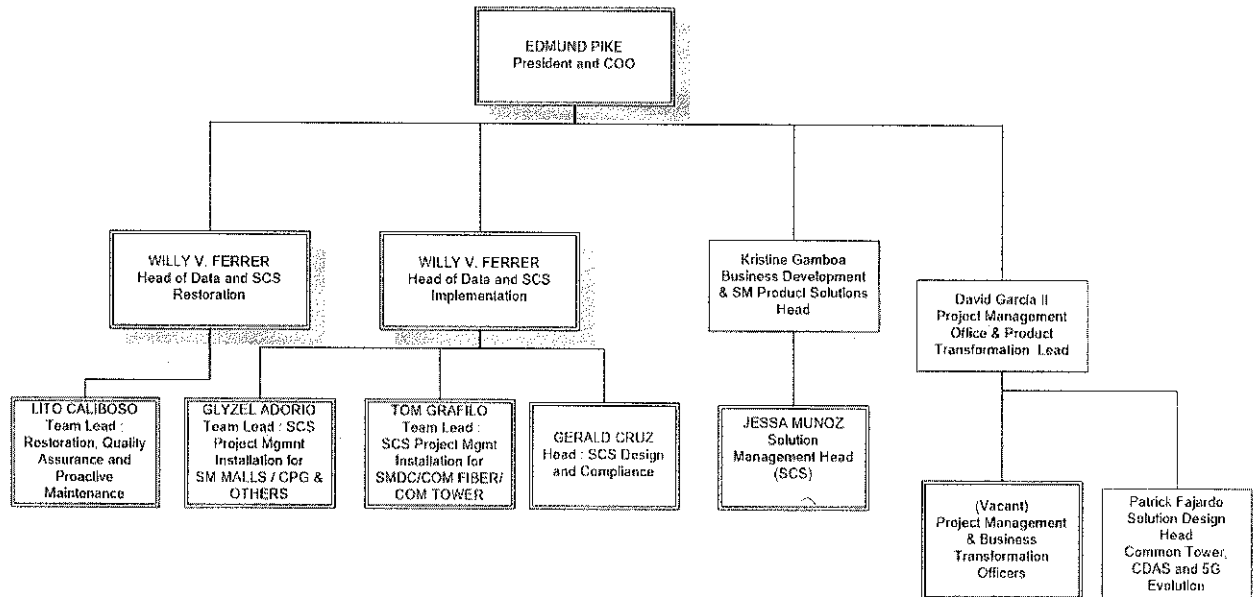


Original signed: Edmund Pike, Joseph Bautista, Jocelyn Ordonez, Rhea Opiasa, Willy Ferrer, Kristine Gamboa

I. New Business Unit for Data & SCS Convergence Department - Project Management and Product Transformation Office

Reporting Responsibilities

- Unit reports to President and COO
- To be headed by Mr. David Garcia II



Rationale for Changes

- In coordination with the COO and other department heads, the PMO will develop, set, maintain, and ensure the standards for project management across the department. This business unit will likewise make sure that the best practices, project status, and direction are implemented across the organization
- The PMO will standardize and introduce economies of scale in the implementation of projects (including outsourcing)
- Shall serve as the source of documentation, guidance, and metrics on project management and implementation practice.

Key Deliverables for 2022

- Recommendation on the outsourcing of non-critical functions to data and SCS contractors
- Approval of business processes that will improve the project management functions and processes
- Acceptance of techniques that will increase management visibility on the project management processes
- Other tasks that the COO will assign

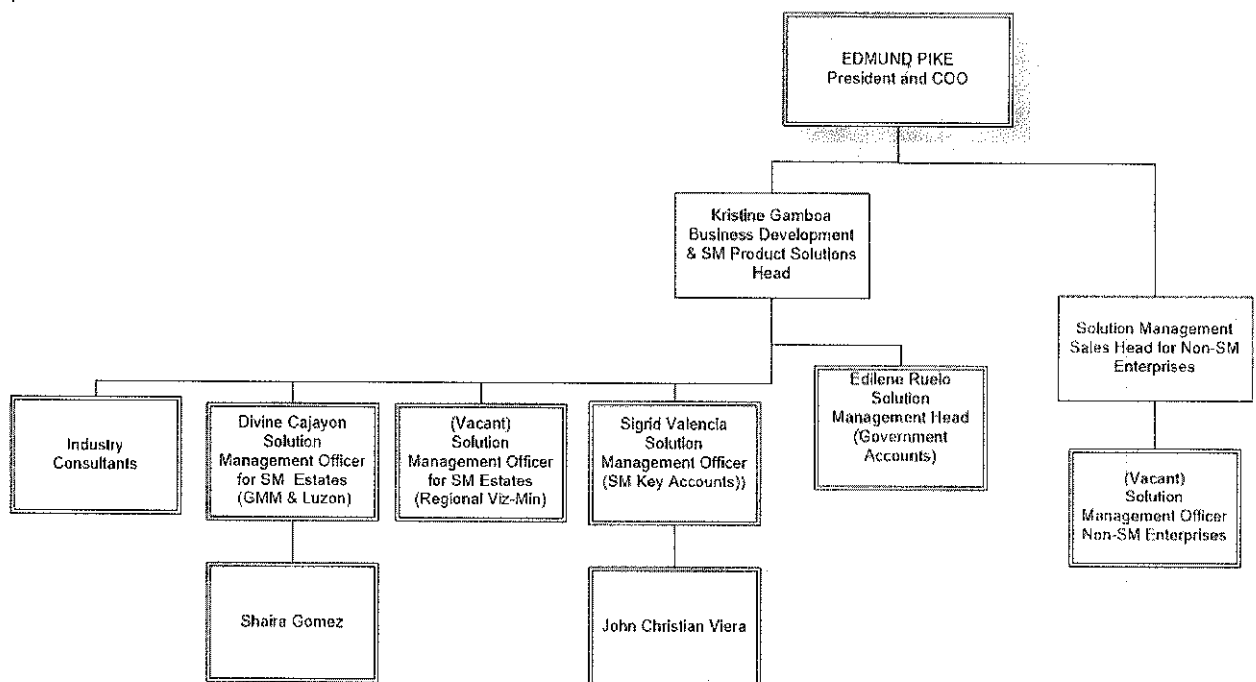
II. New Business Unit for Business Development Department – Solution Management Officers and Solution Management Sales Head for Non-SM Enterprises

Reporting Responsibilities

- Unit reports to President and COO (Solution Management Sales Head – Non-SM)
- Unit reports to Business Development Head (Solution Management Sales Officers–SM)

Rationale for Changes

- Single unit accountability for the pursuit of new revenue sources, including market research, feasibility study, commercialization, and sales of new products, including the introduction of new products and solutions for the SM Group of Companies, government institutions, and similar establishments



Key Deliverables for 2022

- Launch of new products and services that will deliver help Philcom achieve its Year 2022-2023 revenue aspirations (50% of incremental revenues)
- Will ensure that Philcom will be able to achieve 100% of data and structured cabling revenue targets
- Solution Management officers are expected to manage the relationships with the SM Group, including A/R assistance
- Other tasks that the COO will assign

III. EFFECTIVITY

This Order takes effect on May 15, 2022.

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