

GENERAL INFORMATION SHEET
FOR THE YEAR 2025
STOCK CORPORATION

GENERAL INSTRUCTIONS:

1. FOR USER CORPORATION: THIS GIS SHOULD BE SUBMITTED WITHIN THIRTY (30) CALENDAR DAYS FROM THE DATE OF THE ANNUAL STOCKHOLDERS' MEETING. **DO NOT LEAVE ANY ITEM BLANK.** WRITE "N.A." IF INFORMATION REQUIRED IS NOT APPLICABLE TO THE CORPORATION OR "NONE" IF THE INFORMATION IS NON-EXISTENT. IF THE ANNUAL STOCKHOLDERS' MEETING IS HELD ON A DATE OTHER THAN THAT STATED IN THE BY-LAWS, THE GIS SHALL BE SUBMITTED WITHIN THIRTY (30) CALENDAR DAYS FROM THE ACTUAL DATE OF THE ANNUAL STOCKHOLDERS' MEETING.
2. IF NO MEETING IS HELD, THE CORPORATION SHALL SUBMIT THE GIS NOT LATER THAN JANUARY 30 OF THE FOLLOWING YEAR. HOWEVER, SHOULD AN ANNUAL STOCKHOLDERS' MEETING BE HELD THEREAFTER, A NEW GIS SHALL BE SUBMITTED/FILED.
3. THIS GIS SHALL BE ACCOMPLISHED IN ENGLISH AND CERTIFIED AND SWORN TO BY THE CORPORATE SECRETARY OF THE CORPORATION.
4. THE SEC SHOULD BE TIMELY APPRISED OF RELEVANT CHANGES IN THE SUBMITTED INFORMATION AS THEY ARISE. FOR CHANGES RESULTING FROM ACTIONS THAT AROSE BETWEEN THE ANNUAL MEETINGS, THE CORPORATION SHALL SUBMIT ONLY THE AFFECTED PAGE OF THE GIS THAT RELATES TO THE NEW INFORMATION TOGETHER WITH A COVER LETTER SIGNED BY THE CORPORATE SECRETARY OF THE CORPORATION. THE PAGE OF THE GIS AND COVER LETTER SHALL BE SUBMITTED WITHIN SEVEN (7) DAYS AFTER SUCH CHANGE OCCURRED OR BECAME EFFECTIVE.
5. SUBMIT FOUR (4) COPIES OF THE GIS TO THE CENTRAL RECEIVING SECTION, GROUND FLOOR, SEC BLDG., EDSA, MANDALUYONG CITY. ALL COPIES SHALL BE UNIFORMLY ON A4 OR LETTER-SIZED PAPER WITH A STANDARD COVER PAGE. THE PAGES OF ALL COPIES SHALL USE ONLY ONE SIDE. CORPORATIONS SUBMITTING A COPY OF THEIR GIS ONLINE OR VIA INTERNET SHALL SUBMIT ONE (1) HARD COPY OF THE GIS TOGETHER WITH A CERTIFICATION UNDER OATH BY ITS CORPORATE SECRETARY THAT THE COPY SUBMITTED ONLINE CONTAINS THE EXACT DATA IN THE HARD COPY.
6. **ONLY THE GIS ACCOMPLISHED WITH THESE INSTRUCTIONS SHALL BE CONSIDERED AS HAVING BEEN FILED.**
7. THIS GIS MAY BE USED AS EVIDENCE AGAINST THE CORPORATION AND ITS RESPONSIBLE DIRECTORS/OFFICERS FOR ANY VIOLATION OF THE EXISTING LAWS, RULES AND REGULATIONS.

===== PLEASE PRINT LEGIBLY =====

CORPORATE NAME: MANILA ELECTRIC COMPANY			DATE REGISTERED: MAY 7, 1919
BUSINESS/TRADE NAME: N.A.			FISCAL YEAR END: DECEMBER 31
SEC REGISTRATION NUMBER: PW-102			CORPORATE TAX IDENTIFICATION NO. (TIN): 000-101-528-000
DATE OF ANNUAL MEETING PER BY-LAWS: LAST TUESDAY OF MAY			
ACTUAL DATE OF ANNUAL MEETING: MAY 27, 2025			WEBSITE/URL ADDRESS: www.meralco.com.ph
COMPLETE PRINCIPAL OFFICE ADDRESS: LOPEZ BUILDING, ORTIGAS AVENUE, BARANGAY UGONG, PASIG CITY, METRO MANILA			E-MAIL ADDRESS: skferrer@meralco.com.ph
COMPLETE BUSINESS ADDRESS: LOPEZ BUILDING, ORTIGAS AVENUE, BARANGAY UGONG, PASIG CITY, METRO MANILA			FAX NUMBER: 8631-5572
OFFICIAL E-MAIL ADDRESS	ALTERNATE E-MAIL ADDRESS	OFFICIAL MOBILE NUMBER	ALTERNATE MOBILE NUMBER
disclosures@meralco.com.ph	corporate.compliance@meralco.com.ph	0928-559-3482	0939-936-9609
NAME OF EXTERNAL AUDITOR & ITS SIGNING PARTNER: SYCIP GORRES VELAYO & CO. NARCISO T. TORRES, JR.		SEC ACCREDITATION (If Applicable): SEC ACCREDITATION NO. 0001-SEC (GROUP A)	TELEPHONE NUMBER: 8633-4553
PRIMARY PURPOSE/ACTIVITY/INDUSTRY PRESENTLY ENGAGED IN: DISTRIBUTION OF ELECTRICITY		INDUSTRY CLASSIFICATION: ELECTRIC UTILITY	GEOGRAPHICAL CODE: 1605
===== INTERCOMPANY AFFILIATIONS =====			
PARENT COMPANY	SEC REGISTRATION NO.	ADDRESS	
N.A.	N.A.	N.A.	
SUBSIDIARY/AFFILIATE	SEC REGISTRATION NO.	ADDRESS	
REFER TO ANNEX "A"			
NOTE: USE ADDITIONAL SHEET IF NECESSARY			

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Corporate Name: MANILA ELECTRIC COMPANY			
A. Is the Corporation a covered person under the Anti Money Laundering Act (AMLA), as amended? (Rep. Acts. 9160/9164/10167/10365) <input type="radio"/> Yes <input checked="" type="radio"/> No 			
Please check the appropriate box:			
1. <input type="checkbox"/> a. Banks <input type="checkbox"/> b. Offshore Banking Units <input type="checkbox"/> c. Quasi-Banks <input type="checkbox"/> d. Trust Entities <input type="checkbox"/> e. Non-Stock Savings and Loan Associations <input type="checkbox"/> f. Pawnshops <input type="checkbox"/> g. Foreign Exchange Dealers <input type="checkbox"/> h. Money Changers <input type="checkbox"/> i. Remittance Agents <input type="checkbox"/> j. Electronic Money Issuers <input type="checkbox"/> k. Financial Institutions which Under Special Laws are subject to Bangko Sentral ng Pilipinas' (BSP) supervision and/or regulation, including their subsidiaries and affiliates.	4. <input type="checkbox"/> Jewelry dealers in precious metals, who, as a business, trade in precious metals		
2. <input type="checkbox"/> a. Insurance Companies <input type="checkbox"/> b. Insurance Agents <input type="checkbox"/> c. Insurance Brokers <input type="checkbox"/> d. Professional Reinsurers <input type="checkbox"/> e. Reinsurance Brokers <input type="checkbox"/> f. Holding Companies <input type="checkbox"/> g. Holding Company Systems <input type="checkbox"/> h. Pre-need Companies <input type="checkbox"/> i. Mutual Benefit Association <input type="checkbox"/> j. All Other Persons and entities supervised and/or regulated by the Insurance Commission (IC)	5. <input type="checkbox"/> Jewelry dealers in precious stones, who, as a business, trade in precious stone		
3. <input type="checkbox"/> a. Securities Dealers <input type="checkbox"/> b. Securities Brokers <input type="checkbox"/> c. Securities Salesman <input type="checkbox"/> d. Investment Houses <input type="checkbox"/> e. Investment Agents and Consultants <input type="checkbox"/> f. Trading Advisors <input type="checkbox"/> g. Other entities managing Securities or rendering similar <input type="checkbox"/> h. Mutual Funds or Open-end Investment Companies <input type="checkbox"/> i. Close-end Investment Companies <input type="checkbox"/> j. Common Trust Funds or Issuers and other similar entities <input type="checkbox"/> k. Transfer Companies and other similar entities <input type="checkbox"/> l. Other entities administering or otherwise dealing in currency, commodities or financial derivatives based there on <input type="checkbox"/> m. Entities administering of otherwise dealing in valuable objects <input type="checkbox"/> n. Entities administering or otherwise dealing in cash Substitutes and other similar monetary instruments or property supervised and/or regulated by the Securities and Exchange Commission (SEC)	6. Company service providers which, as a business, provide any of the following services to third parties: <input type="checkbox"/> a. acting as a formation agent of juridical persons <input type="checkbox"/> b. acting as (or arranging for another person to act as) a director or corporate secretary of a company, a partner of a partnership, or a similar position in relation to other juridical persons <input type="checkbox"/> c. providing a registered office, business address or accommodation, correspondence or administrative address for a company, a partnership or any other legal person or arrangement <input type="checkbox"/> d. acting as (or arranging for another person to act as) a nominee shareholder for another person		
	7. Persons who provide any of the following services: <input type="checkbox"/> a. managing of client money, securities or other assets <input type="checkbox"/> b. management of bank, savings or securities accounts <input type="checkbox"/> c. organization of contributions for the creation, operation or management of companies <input type="checkbox"/> d. creation, operation or management of juridical persons or arrangements, and buying and selling business entities		
	8. <input checked="" type="checkbox"/> None of the above		
	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width: 30%; padding: 2px;">Describe nature of business:</td> <td style="padding: 2px; text-align: center;">DISTRIBUTION OF ELECTRICITY</td> </tr> </table>	Describe nature of business:	DISTRIBUTION OF ELECTRICITY
Describe nature of business:	DISTRIBUTION OF ELECTRICITY		
B. Has the Corporation complied with the requirements on Customer Due Diligence (CDD) or Know Your Customer (KYC), record-keeping, and submission of reports under the AMLA, as amended, since the last filing of its <input type="radio"/> Yes <input checked="" type="radio"/> No 			

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CORPORATE NAME: MANILA ELECTRIC COMPANY							
CAPITAL STRUCTURE							
AUTHORIZED CAPITAL STOCK:							
	TYPE OF SHARES*	NUMBER OF SHARES	PAR/STATED VALUE (PhP)	AMOUNT (PhP) (No. of Shares x Par/Stated Value)			
	COMMON	1,250,000,000	10.00	12,500,000,000			
	PREFERRED	300,000,000	10.00	3,000,000,000			
TOTAL		1,550,000,000		15,500,000,000			
SUBSCRIBED CAPITAL***							
FILIPINO	NO. OF STOCK- HOLDERS	TYPE OF SHARES*	NUMBER OF SHARES	NUMBER OF SHARES IN THE HANDS OF THE PUBLIC**	PAR/STATED VALUE (PhP)	AMOUNT (PhP)	% OF OWNERSHIP
AS AT DECEMBER 31, 2024	39,948	COMMON	1,061,471,469	228,526,746	10.00	10,614,714,690	94.18%
TOTAL			1,061,471,469		10.00	10,614,714,690	94.18%
FOREIGN (INDICATE BY NATIONALITY)	NO. OF STOCK- HOLDERS	TYPE OF SHARES*	NUMBER OF SHARES	NUMBER OF SHARES IN THE HANDS OF THE PUBLIC**	PAR/STATED VALUE (PhP)	AMOUNT (PhP)	% OF OWNERSHIP
REFER TO ANNEX "B"	528	COMMON	65,621,040	65,621,040	10.00	656,210,400	5.82%
Percentage of Foreign Equity: TOTAL			65,621,040		10.00	656,210,400	5.82%
TOTAL SUBSCRIBED						11,270,925,090	100.00%
PAID-UP CAPITAL***							
FILIPINO	NO. OF STOCK- HOLDERS	TYPE OF SHARES*	NUMBER OF SHARES	PAR/STATED VALUE (PhP)		AMOUNT (PhP)	% OF OWNERSHIP
AS AT DECEMBER 31, 2024	39,948	COMMON	1,061,471,469	10.00		10,614,714,690	94.18%
TOTAL			1,061,471,469	10.00		10,614,714,690	94.18%
FOREIGN (INDICATE BY NATIONALITY)	NO. OF STOCK- HOLDERS	TYPE OF SHARES*	NUMBER OF SHARES	PAR/STATED VALUE (PhP)		AMOUNT (PhP)	% OF OWNERSHIP
REFER TO ANNEX "B"	528	COMMON	65,621,040	10.00		656,210,400	5.82%
TOTAL			65,621,040	10.00		656,210,400	5.82%
TOTAL PAID-UP						11,270,925,090	100.00%
NOTE: USE ADDITIONAL SHEET IF NECESSARY							
* Common, Preferred, or other classification							
** Other than Directors, Officers, Shareholders owning 10% of outstanding shares							
*** Excludes 178,608 Treasury Shares							

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CORPORATE NAME: MANILA ELECTRIC COMPANY								
DIRECTORS' / OFFICERS								
NAME/CURRENT RESIDENTIAL ADDRESS	NATIONALITY	INC'R	BOARD	GENDER	STOCK HOLDER	OFFICER	EXEC COMM.	TAX IDENTIFICATION NUMBER
1. MANUEL VELEZ PANGILINAN	FILIPINO	N	C	M	Y	Chairman, and Chief Executive Officer (CEO)	Exec/C Rem/C Sus/C	
2. LANCE YU GOKONGWEI	FILIPINO	N	M	M	Y	Vice-Chairman	Exec/VC Fin/M Rem/M Sus/M	
3. JUNE CHERYL AGUILAR CABAL-REVILLA	FILIPINO	N	M	F	Y	N.A.	Fin/C Nom/M Audit/M Sus/M	
4. LYDIA BALATBAT ECHAUZ	FILIPINO	N	I	F	Y	N.A.	Fin/M Nom/M Audit/M	
5. RAY CELIS ESPINOSA	FILIPINO	N	M	M	Y	N.A.	Risk/M RPT/M	
6. JAMES LIM GO	FILIPINO	N	M	M	Y	N.A.	Exec/M Fin/M Nom/M Audit/M Risk/M RPT/M	
7. PATRICK HENRY CABALLES GO	FILIPINO	N	M	M	Y	N.A.	Nom/M Audit/M Risk/C RPT/M Sus/M	
8. JOSE MA. KAMANTIGUE LIM	FILIPINO	N	M	M	Y	N.A.	Exec/M Fin/M Nom/M Audit/M Risk/M RPT/M	
9. ARTEMIO VILLASEÑOR PANGANIBAN	FILIPINO	N	I	M	Y	N.A.	Exec/M Audit/C Risk/M RPT/M	
10. PEDRO EMILIO OLGADO ROXAS	FILIPINO	N	I	M	Y	N.A.	Fin/M Nom/C Audit /M Rem/M Risk/M RPT/C Sus/M	
11. VICTORICO PAREDES VARGAS	FILIPINO	N	M	M	Y	N.A.	Fin/M Rem/M	
INSTRUCTIONS: FOR SEX COLUMN, PUT "F" FOR FEMALE, "M" FOR MALE. FOR BOARD COLUMN, PUT "C" FOR CHAIRMAN, "M" FOR MEMBER, "I" FOR INDEPENDENT DIRECTOR FOR INC'R COLUMN, PUT "Y" AN INCORPORATOR, "N" IF NOT. FOR STOCKHOLDER COLUMN, PUT "Y" IF A STOCKHOLDER, "N" IF NOT. FOR OFFICER COLUMN, INDICATE PARTICULAR POSITION IF AN OFFICER, FROM VP UP INCLUDING THE POSITION OF A TREASURER, SECRETARY, COMPLIANCE OFFICER AND/OR ASSOCIATED PERSON. FOR EXECUTIVE COMMITTEE, INDICATE "C" IF MEMBER OF THE COMPENSATION COMMITTEE; "A" FOR AUDIT COMMITTEE; "N" FOR NOMINATION AND ELECTION COMMITTEE. ADDITIONALLY WRITE "C" AFTER SLASH IF CHAIRMAN AND "M" IF MEMBER.								

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12. SIMEON KEN RIGOR FERRER	FILIPINO	N	N	M	Y	Corporate Secretary	N.A.	
13. RONNIE LEGURO APEROCHO	FILIPINO	N	N	M	Y	Executive Vice President (EVP) and Chief Operating Officer	N.A.	
14. MARIA LUISA VARGAS ALVENDIA	FILIPINO	N	N	F	N	SVP and Chief Supply Chain Officer	N.A.	
15. EDGARDO VALERIO CARASIG	FILIPINO	N	N	M	N	SVP and Chief Human Resources Officer and Head, Corporate Services	N.A.	
16. ARNEL PACIANO DIMACULANGAN CASANOVA	FILIPINO	N	N	M	N	SVP and Chief External and Government Affairs Officer	N.A.	
17. FERDINAND ORCULLO GELUZ	FILIPINO	N	N	M	Y	SVP and Chief Revenue Officer	N.A.	
18. MELANIE TOLENTINO OTEYZA	FILIPINO	N	N	F	N	SVP and Chief Audit Executive	N.A.	
19. WILLIAM SAMSON PAMINTUAN	FILIPINO	N	N	M	N	SVP and Assistant Corporate Secretary, Chief Legal Counsel, Compliance Officer, Head, Legal and Corporate Governance Office	N.A.	
20. BETTY CHENG SIY-YAP	FILIPINO	N	N	F	N	SVP and Chief Finance Officer	N.A.	
21. JOSE RONALD VILLA VALLES	FILIPINO	N	N	M	N	SVP and Head, Regulatory Affairs and DU Regulatory Management	N.A.	
--- SEE NEXT PAGE ---								
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SVP = Senior Vice President, FVP = First Vice President, VP = Vice President, AVP = Assistant Vice President

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22. ROQUE DAYSON BACANI	FILIPINO	N	N	M	N	FVP and Head, Information, Communications, Technology and Transformation	N.A.	
23. BENNETTE DAPLAS BACHOCO	FILIPINO	N	N	F	N	FVP and Head, DU Finance & Financial Planning and Reporting	N.A.	
24. REDEL MANIQUIS DOMINGO	FILIPINO	N	N	M	N	FVP and Head, Mpower	N.A.	
25. CHARINA PABLO PADUA	FILIPINO	N	N	F	Y	FVP and Head, Customer Retail Services	N.A.	
26. ROSS RAYMOND BORROMELO RAVELO	FILIPINO	N	N	M	N	FVP and Chief Sustainability Officer	N.A.	
27. FROILAN JUSAYAN SAVET	FILIPINO	N	N	M	Y	FVP and Head, Networks	N.A.	
28. FRANCIS EUSTON RANULLO ACERO	FILIPINO	N	N	M	Y	VP and Data Privacy Officer	N.A.	
29. IRENEO BONIFACIO ACUÑA	FILIPINO	N	N	M	Y	VP and Head, Utility Partnerships	N.A.	
30. JOSEPH DE LUMEN AMOSCO	FILIPINO	N	N	M	Y	VP and Head, Energy Management, MPower	N.A.	
31. FRANCIS DINO SEVILLA ANTONIO	FILIPINO	N	N	M	Y	VP and Head, Regulatory Legal Case Management	N.A.	
--- SEE NEXT PAGE ---								
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32. REMIGIO RAMOS ANGELES, JR.	FILIPINO	N	N	M	Y	VP and Head, South Distribution Services	N.A.	
33. PATRICK DAVE BETIA BACANI	FILIPINO	N	N	M	N	VP and Head, Sustainability Programs and Communication	N.A.	
34. JOSEPH ALLAN CONCEPCION BALTAZAR	FILIPINO	N	N	M	N	VP and Head, Integrated Asset Management	N.A.	
35. CHRISTOPHER REDEEMSON RAMIREZ BROCALES	FILIPINO	N	N	M	N	VP and Head, Employee Relations and Shared Services HR	N.A.	
36. SANTE CORTEZANO BUELLA	FILIPINO	N	N	M	N	VP and Head, Energy Management	N.A.	
37. RICARDO CARMELO DE GUZMAN BUENAFE	FILIPINO	N	N	M	Y	VP and Head, Regulatory Risk and Compliance	N.A.	
38. ALBERTO NICOLAS CASTILLO	FILIPINO	N	N	M	Y	VP and Head, Sub-Transmission Services	N.A.	
39. ANTHONY MATTHEW NG CO	FILIPINO	N	N	M	Y	VP and Business Development Officer	N.A.	
40. MA. CECILIA MARIANO DOMINGO	FILIPINO	N	N	F	Y	VP and Head, Enterprise and National Government	N.A.	
41. LAWRENCE SISON FERNANDEZ	FILIPINO	N	N	M	Y	VP and Head, Utility Economics	N.A.	
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42. MARVIN GALLINERO GONSALVES	FILIPINO	N	N	M	Y	VP and Head, Revenue Assurance and Metering Services	N.A.	
43. DANILO RIBOROSO IGNACIO	FILIPINO	N	N	M	Y	VP and Head, Networks Portfolio & Resource Management	N.A.	
44. JERRY BRIONES LAO	FILIPINO	N	N	M	N	VP and Head, Facilities and Safety Management	N.A.	
45. EDELIZA TOLENTINO LIM	FILIPINO	N	N	F	N	VP and Head, Marketing and Brand Experience	N.A.	
46. ARIEL GONZALES LUCAS	FILIPINO	N	N	M	N	VP and Head, Central Distribution Services	N.A.	
47. ERVILLE DE DIOS MAGTUBO	FILIPINO	N	N	M	N	VP and Head, Customer Care Group	N.A.	
48. RALPH MAGPANTAY MENCHAVEZ	FILIPINO	N	N	M	N	VP and Head, Commercial Strategy Management and Energy Solutions	N.A.	
49. RODERICK DENNISON NAVARRO NACU	FILIPINO	N	N	M	Y	VP and Head, Tariff Management	N.A.	
50. NOEL SALAZAR PORCIUNCULA	FILIPINO	N	N	M	Y	VP and Head, Customer Process & Revenue Assurance	N.A.	
51. PAUL JAYSON IGNACIO RAMOS	FILIPINO	N	N	M	N	VP and Chief Investor Relations Officer	N.A.	
52. JOSE SANTOS REYES, JR.	FILIPINO	N	N	M	Y	VP and Head, Networks Technology Management	N.A.	
--- SEE NEXT PAGE ---								
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53. GLEN NATIVIDAD SAN PEDRO	FILIPINO	N	N	M	N	VP and Head, Supply Chain Management	N.A.	
54. ANDREW JASON BAUTISTA TAN	FILIPINO	N	N	M	Y	VP and Head, DU Business Development Office	N.A.	
55. JEFFREY OCHOA TARAYAO	FILIPINO	N	N	M	N	VP and Chief Corporate Social Responsibility Officer	N.A.	
56. MARILENE PASCUA TAYAG	FILIPINO	N	N	F	N	VP and Chief Information Security Officer	N.A.	
57. PAOLA MARGUERITE ANTONIO VERAYO	FILIPINO	N	N	F	N	VP and Head, Revenue HR & Corporate Talent Management	N.A.	
58. MARIA ZARAH RANGA VILLANUEVA-CASTRO	FILIPINO	N	N	F	N	VP and Head, Corporate Legal Services	N.A.	
59. JOCELYN CONCEPCION VILLAR-ALTAMIRA	FILIPINO	N	N	F	N	VP and Head, Corporate Governance & Compliance	N.A.	
60. AGAPITO DEL ROSARIO ZALDARRIAGA	FILIPINO	N	N	M	Y	VP and Head, Corporate Communications	N.A.	
61. ALDWIN CHRISTIAN CHUA ANG	FILIPINO	N	N	M	Y	Senior Assistant Vice President, Treasurer and Head, Treasury, DU, Subsidiaries and Other Business Units	N.A.	
--- NOTHING FOLLOWS ---								
INSTRUCTIONS: FOR SEX COLUMN, PUT "F" FOR FEMALE, "M" FOR MALE. FOR BOARD COLUMN, PUT "C" FOR CHAIRMAN, "M" FOR MEMBER, "I" FOR INDEPENDENT DIRECTOR FOR INC'R COLUMN, PUT "Y" AN INCORPORATOR, "N" IF NOT. FOR STOCKHOLDER COLUMN, PUT "Y" IF A STOCKHOLDER, "N" IF NOT. FOR OFFICER COLUMN, INDICATE PARTICULAR POSITION IF AN OFFICER, FROM VP UP INCLUDING THE POSITION OF A TREASURER, SECRETARY, COMPLIANCE OFFICER AND/OR ASSOCIATED PERSON. FOR EXECUTIVE COMMITTEE, INDICATE "C" IF MEMBER OF THE COMPENSATION COMMITTEE; "A" FOR AUDIT COMMITTEE; "N" FOR NOMINATION AND ELECTION COMMITTEE. ADDITIONALLY WRITE "C" AFTER SLASH IF CHAIRMAN AND "M" IF MEMBER.								

SVP = Senior Vice President, FVP = First Vice President, VP = Vice President, AVP = Assistant Vice President

**GENERAL INFORMATION SHEET
STOCK CORPORATION**

===== PLEASE PRINT LEGIBLY =====

CORPORATE NAME: MANILA ELECTRIC COMPANY						
TOTAL NUMBER OF STOCKHOLDERS: 40,476 (AS AT DECEMBER 31, 2024)				NO. OF STOCKHOLDERS WITH 100 OR MORE SHARES EACH: 39,076 (AS AT DECEMBER 31, 2024)		
TOTAL ASSETS BASED ON LATEST AUDITED FS (PARENT): PhP433,365 Million						
STOCKHOLDER'S INFORMATION						
NAME, NATIONALITY AND CURRENT RESIDENTIAL ADDRESS	SHARES SUBSCRIBED			% OF OWNERSHIP	AMOUNT PAID (PhP)	TAX IDENTIFICATION NUMBER
	TYPE	NUMBER	AMOUNT (PhP)			
1. REFER TO ANNEX "C"						
	TOTAL					
	TOTAL					
	TOTAL					
	TOTAL					
	TOTAL					
	TOTAL					
	TOTAL					
	TOTAL					
TOTAL AMOUNT OF SUBSCRIBED CAPITAL				0.00%		
TOTAL AMOUNT OF PAID-UP CAPITAL					0.00	
INSTRUCTION: SPECIFY TOP 20 STOCKHOLDERS AND INDICATE THE REST AS OTHERS						
<i>Note: For PDTC Nominee included in the list, please indicate further the beneficial owners owning more than 5% of any class of the company's voting securities. Attach separate sheet if necessary.</i>						

**GENERAL INFORMATION SHEET
STOCK CORPORATION**

===== PLEASE PRINT LEGIBLY =====

CORPORATE NAME: MANILA ELECTRIC COMPANY			
1. INVESTMENT OF CORPORATE FUNDS IN ANOTHER CORPORATION (As at December 31, 2024)		AMOUNT (PhP)	DATE OF BOARD RESOLUTION
1.1 STOCKS		73,890 Million	
1.2 BONDS/COMMERCIAL PAPER (Issued by Private Corporations)		2,271 Million	
1.3 LOANS/ CREDITS/ADVANCES		N.A.	
1.4 GOVERNMENT TREASURY BILLS		9,411 Million	
1.5 OTHERS		N.A.	
2. INVESTMENT OF CORPORATE FUNDS IN ACTIVITIES UNDER ITS SECONDARY PURPOSES (PLEASE SPECIFY)		DATE OF BOARD RESOLUTION	DATE OF STOCKHOLDERS RATIFICATION
NONE		NONE	NONE
3. TREASURY SHARES (As at December 31, 2024)		NO. OF SHARES	% AS TO THE TOTAL NO. OF SHARES ISSUED
		178,608	0.016%
4. UNRESTRICTED/UNAPPROPRIATED RETAINED EARNINGS AS OF END OF THE LAST FISCAL YEAR: (As at December 31, 2024)			PhP88,112 Million*
5. DIVIDENDS DECLARED DURING THE IMMEDIATELY PRECEDING YEAR (As at December 31, 2024)			
TYPE OF DIVIDEND		AMOUNT (PhP)	DATE DECLARED
5.1 CASH		12,663 Million	February 26, 2024
		11,603 Million	July 29, 2024
5.2 STOCK			
5.3 PROPERTY			
TOTAL			
6. ADDITIONAL SHARES ISSUED DURING THE PERIOD:			
DATE	NO. OF SHARES		AMOUNT
NONE	NONE		NONE
SECONDARY LICENSE/REGISTRATION WITH SEC AND OTHER GOV'T AGENCY:			
NAME OF AGENCY:	SEC	B S P	I C
TYPE OF LICENSE/REGN.	Licensing Securities	N.A.	N.A.
DATE ISSUED	February 23, 1996	N.A.	N.A.
DATE STARTED OPERATIONS:	May 7, 1919	N.A.	N.A.
TOTAL ANNUAL COMPENSATION OF DIRECTORS DURING THE PRECEDING FISCAL YEAR	TOTAL NO. OF OFFICERS:	TOTAL NO. OF RANK & FILE EMPLOYEES:	TOTAL MANPOWER COMPLEMENT:
PhP27.248 Million	52	1,295	6,027

*Includes the balance of revaluation increment in utility plant and others and investment properties carried at deemed cost, deferred tax assets and unrealized foreign exchange gains totaling to PhP52,154 Million which is restricted for dividends declaration purposes.

NOTE: USE ADDITIONAL SHEET IF NECESSARY

I, WILLIAM S. PAMINTUAN, Assistant Corporate Secretary of MANILA ELECTRIC COMPANY declare under penalty of perjury that all matters set forth in this GIS have been made in good faith, duly verified by me and to the best of my knowledge and belief are true and correct.

I hereby attest that all the information in this GIS are being submitted in compliance with the rules and regulations of the Securities and Exchange Commission (SEC) the collection, processing, storage and sharing of said information being necessary to carry out the functions of public authority for the performance of the constitutionally and statutorily mandated functions of the SEC as a regulatory agency.

I further attest that I have been authorized by the Board of Directors/Trustees to file this GIS with the SEC.

I understand that the Commission may place the corporation under delinquent status for failure to submit the reportorial requirements three (3) times, consecutively or intermittently, within a period of five (5) years (Section 177, RA No. 11232).

Done this 19 JUN 2025 day of June 2025 in Pasig city.

WILLIAM S. PAMINTUAN
Assistant Corporate Secretary

SUBSCRIBED AND SWORN TO before me in Pasig city on 19 JUN 2025, affiant personally appeared before me and exhibited to me his passport no _____ and who took an oath before me as to such instrument.

DOC. NO. 16
PAGE NO. 13
BOOK NO. XII
SERIES OF 2025.
DOCUMENTARY STAMP TAX NO. 00463798

ATTY. MADELYN C. DELLOS SANTOS
NOTARY PUBLIC
Appointment No. 163 (2025-2026)
Pasig City and Pateros, Metro Manila
Issued on 24 February 2025 at Pasig City
Roll No. 64977 IBP No. 485710; 12/20/2024; RSM Chapter
PTR No. 3059076; 01/22/2025; Pasig City
MCLE Compliance No. VIII-0008475; Valid Until 14 April 2028
7th Floor, Lopez Bldg., Ortigas Ave., Pasig City

**BENEFICIAL OWNERSHIP DECLARATION
FOR THE YEAR: 2025**

SEC REGISTRATION NUMBER: PW-102

CORPORATE NAME: MANILA ELECTRIC COMPANY

Instructions:

1. Identify the Beneficial Owner/s of the corporation as described in the Categories of Beneficial Ownership in items A to I below. List down as many as you can identify. You may use an additional sheet if necessary.
2. Fill in the required information on the beneficial owner in the fields provided for.
3. In the "Category of Beneficial Ownership" column, indicate the letter(s) corresponding thereto. In the event that the person identified as beneficial owner falls under several categories, indicate all the letters corresponding to such categories.
4. If the category is under letter "I", indicate the position held (i.e., Director/Trustee, President, Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, etc.).
5. Do not leave any item blank. Write "N/A" if the information required is not applicable or "NONE" if non-existent.

"Beneficial Owner" refers to any natural person(s) who ultimately own(s) or control(s) or exercise(s) ultimate effective control over the corporation. This definition covers the natural person(s) who actually own or control the corporation as distinguished from the legal owners. Such beneficial ownership may be determined on the basis of the following:

<u>Category</u>	<u>Description</u>
A	Natural person(s) owning, directly or indirectly or through a chain of ownership, at least twenty-five percent (25%) of the voting rights, voting shares or capital of the reporting corporation.
B	Natural person(s) who exercise control over the reporting corporation, alone or together with others, through any contract, understanding, relationship, intermediary or tiered entity.
C	Natural person(s) having the ability to elect a majority of the board of directors/trustees, or any similar body, of the corporation.
D	Natural person(s) having the ability to exert a dominant influence over the management or policies of the corporation.
E	Natural person(s) whose directions, instructions, or wishes in conducting the affairs of the corporation are carried out by majority of the members of the board of directors of such corporation who are accustomed or under an obligation to act in accordance with such person's directions, instructions or wishes.
F	Natural person(s) acting as stewards of the properties of corporations, where such properties are under the care or administration of said natural person(s).
G	Natural person(s) who actually own or control the reporting corporation through nominee shareholders or nominee directors acting for or on behalf of such natural persons.
H	Natural person(s) ultimately owning or controlling or exercising ultimate effective control over the corporation through other means not falling under any of the foregoing categories.
I	Natural person(s) exercising control through positions held within a corporation (i.e., responsible for strategic decisions that fundamentally affect the business practices or general direction of the corporation such as the members of the board of directors or trustees or similar body within the corporation; or exercising executive control over the daily or regular affairs of the corporation through a senior management position). This category is only applicable in exceptional cases where no natural person is identifiable who ultimately owns or exerts control over the corporation, the reporting corporation having exhausted all reasonable means of identification and provided there are no grounds for suspicion.

COMPLETE NAME (Surname, Given Name, Middle Name, Name Extension (i.e., Jr., Sr., III))	SPECIFIC RESIDENTIAL ADDRESS	NATIONALITY	DATE OF BIRTH	TAX IDENTIFICATION NO.	% OF OWNERSHIP ¹ / % OF VOTING RIGHTS ²	TYPE OF BENEFICIAL OWNER ³ Direct (D) or Indirect (I)	CATEGORY OF BENEFICIAL OWNERSHIP
PANGILINAN, MANUEL VELEZ		FILIPINO			N/A	N/A	D
GOKONGWEI, LANCE YU		FILIPINO			N/A	N/A	B

Note: This page is not for uploading on the SEC iView.

1 For Stock Corporations.

2 For Non-Stock Corporations.

3 For Stock Corporations.

MANILA ELECTRIC COMPANY SUBSIDIARIES AND AFFILIATES

(As of December 31, 2024)

Company Name	SEC Registration	Business Address
Aclara Meters	83886	28 1st Avenue, Bagumbayan, Taguig City
Clark Electric Distribution Corporation	A199710871	Bldg. N2830 Bayanihan Street, Clark Freeport Zone, Pampanga
Comstech Integration Alliance, Inc.	CS200800049	721 McArthur Highway, San Francisco, Mabalacat, Pampanga
Corporate Information Solutions, Inc.	0000057337	Business Solutions Center (BSC), MERALCO Complex, Ortigas Ave., Barangay Ugong, Pasig City
eMeralco Ventures, Inc.	A200009418	12th Floor, Tower 2, Rockwell Business Center, Ortigas Avenue, Brgy. Ugong, Pasig City
Indra Philippines Inc.	AS95009617	11 th and 12 th Floors, Rockwell Business Center, Tower 1, Ortigas Avenue, Pasig City
Kayana Solutions Inc.	2023110125998-31	9F Tower 1, Rockwell Business Center, Ortigas Ave., Brgy. Ugong, Pasig City
Lighthouse Overseas Insurance Limited	40562	Bermuda
Meralco Energy, Inc.	A199911349	17F & 18F Marco Polo Ortigas Manila, Sapphire Road, Ortigas Center, Brgy. San Antonio, Pasig City
Meralco Financial Services Corporation	A200204691	10/F Lopez Building, Ortigas Avenue, Brgy. Ugong, Pasig City
Meralco Industrial Engineering Services Corporation	0000053817	5 th Floor, Renaissance Tower 1000, Meralco Avenue, Brgy. Ugong, Pasig City
Meralco PowerGen Corporation	A200117570	8 th Floor, Rockwell Business Center Tower 1, Ortigas Avenue, Brgy. Ugong, Pasig City
Meridian Power Ventures Limited	69558547	Hong Kong
Movem Electric, Inc.	2023030091342-01	3 rd Floor Business Solutions Center, Meralco Compound, Ortigas Avenue, Brgy. Ugong, Pasig City
MPioneer Insurance Inc.	0000003756	Pioneer House Makati, 108 Paseo de Roxas, Legaspi Village, Makati City
MRAIL, Inc.	CS200908797	3 rd Floor Business Solutions Center, Ortigas Avenue, Brgy. Ugong, Pasig City
MSpectrum, Inc.	CS201601220	3 rd Floor Business Solutions Center, Ortigas Avenue, Brgy. Ugong, Pasig City 1604
Phoenix Power Solutions, Inc.	2020070000792-01	Unit 1210, Bldg. 1137, Palm St., Corner Argonaut Highway, Subic Gateway District, SBFZ
Pure Meridian Hydropower Corporation	CS201605135	3 rd Floor JTKC Center, 2155 Don Chino Roces Ave., Brgy. Pio del Pilar, Makati City
Rockwell Business Center Joint Venture		The Rockwell Business Center, Meralco Compound Ortigas Avenue, Ugong, Pasig City
Shin Clark Power Holdings, Inc.	CS201915534	3F Technical Services Building, Ortigas Ave. Brgy. Ugong, Pasig City 1605
Vantage Energy Solutions and Management Inc.	CS201626932	3/F Business Solutions Center Bldg., Meralco Compound, Ortigas Avenue, Brgy. Ugong, Pasig City 1604

Report Title: Ownership of Securities by Citizenship

Issuer Code MER
 Issuer Name MANILA ELECTRIC COMPANY
 As of 12/31/2024
 Class Type COMMON

CITIZENSHIP	OUTSTANDING	AMOUNT	PAID-UP	PERCENTAGE	# OF STOCKHOLDERS
FILIPINO	1,061,471,469.00	10,614,714,690.00	10,614,714,690.00	94.18%	39948
FRENCH	218.00	2,180.00	2,180.00	0.00%	1
GERMAN	3,707.00	37,070.00	37,070.00	0.00%	4
HONG KONG	4,687.00	46,870.00	46,870.00	0.00%	3
INDIAN	19,929.00	199,290.00	199,290.00	0.00%	9
INDONESIAN	14,600.00	146,000.00	146,000.00	0.00%	1
JAPANESE	25,376.00	253,760.00	253,760.00	0.00%	10
KOREAN	2,150.00	21,500.00	21,500.00	0.00%	1
LITHUANIA	2,390.00	23,900.00	23,900.00	0.00%	1
MALAYSIAN	1,261.00	12,610.00	12,610.00	0.00%	4
MYANMAR	5,100.00	51,000.00	51,000.00	0.00%	1
NEW ZEALAND	2,056.00	20,560.00	20,560.00	0.00%	6
AMERICAN	225,532.00	2,255,320.00	2,255,320.00	0.02%	166
AUSTRALIAN	18,730.00	187,300.00	187,300.00	0.00%	25
AUSTRIAN	15,075.00	150,750.00	150,750.00	0.00%	8
BHUTAN	110.00	1,100.00	1,100.00	0.00%	1
BRITISH	79,832.00	798,320.00	798,320.00	0.01%	27
CANADA	7,109.00	71,090.00	71,090.00	0.00%	9
CANADIAN	38,536.00	385,360.00	385,360.00	0.00%	47
CHINESE	874,787.00	8,747,870.00	8,747,870.00	0.08%	166
PAKISTAN	3,300.00	33,000.00	33,000.00	0.00%	1
SINGAPOREAN	333.00	3,330.00	3,330.00	0.00%	1
SPANISH	167.00	1,670.00	1,670.00	0.00%	2
SWEDISH	929.00	9,290.00	9,290.00	0.00%	1
SWISS	13,365.00	133,650.00	133,650.00	0.00%	1

CITIZENSHIP	OUTSTANDING	AMOUNT	PAID-UP	PERCENTAGE	# OF STOCKHOLDERS
TAIWANESE	79,516.00	795,160.00	795,160.00	0.01%	15
THAI	14,312.00	143,120.00	143,120.00	0.00%	2
VIRGIN ISLAND BRITISH	390.00	3,900.00	3,900.00	0.00%	1
OTHER ALIEN	64,167,543.00	641,675,430.00	641,675,430.00	5.69%	14
	1,127,092,509.00	11,270,925,090.00	11,270,925,090.00	100.00%	40476

SCHEDULE OF CAPITAL STOCK					
	CAPITAL STOCK		TOTAL SHARES		
	NO. OF SHARES	AMOUNT	OUTSTANDING SHARES	ISSUED SHARES	SUBSCRIBED SHARES
	1,550,000,000.00	15,500,000,000.00	1,127,092,509.00	1,127,271,117.00	
PCD FILIPINO		148,665,935.00			
PCD NON-FILIPINO		64,144,942.00			
PCD TREASURY		0.00			
TREASURY (Certificated)		178,608.00			
TOTAL FOREIGN SHARES		65,621,040.00			Percentage: 5.82 %

MANILA ELECTRIC COMPANY

TOP 20 STOCKHOLDERS

As of December 31, 2024

ANNEX C

STOCKHOLDER'S INFORMATION						
NAME, NATIONALITY AND CURRENT RESIDENTIAL ADDRESS	SHARES SUBSCRIBED				AMOUNT PAID	TAX IDENTIFICATION NUMBER
	TYPE	NUMBER	AMOUNT (PhP)	% OF OWNERSHIP	(PhP)	
BEACON ELECTRIC ASSET HOLDINGS, INC. / FILIPINO / UNIT 9-2 9/F NET ONE CENTER, 26 th CORNER 3 RD AVENUE, BONIFACIO GLOBAL CITY, TAGUIG CITY	Common	394,059,235	3,940,592,350.00	34.96%	3,940,592,350.00	
JG SUMMIT HOLDINGS, INC. / FILIPINO / 43F ROBINSONS EQUITABLE TOWER ADB AVE. COR. POVEDA ST. ORTIGAS CENTER, PASIG CITY 1605	Common	297,189,397	2,971,893,970.00	26.37%	2,971,893,970.00	
PCD NOMINEE CORPORATION (FILIPINO) / FILIPINO / 29F BDO EQUITABLE TOWER, 8751 PASEO DE ROXAS, MAKATI CITY	Common	148,665,935	1,496,659,350.00	13.19%	1,496,659,350.00	
METRO PACIFIC INVESTMENTS CORPORATION / FILIPINO / 9F TOWER 1 ROCKWELL BUSINESS CENTER, ORTIGAS AVENUE, PASIG CITY	Common	140,906,807	1,409,068,070.00	12.50%	1,409,068,070.00	
PCD NOMINEE CORPORATION (FOREIGN) / OTHERS / 29F BDO EQUITABLE TOWER, 8751 PASEO DE ROXAS, MAKATI CITY	Common	64,144,942	641,449,420	5.69%	641,449,420	
FIRST PHILIPPINE HOLDINGS CORPORATION / FILIPINO / 6F ROCKWELL BUSINESS CENTER, TOWER 3 ORTIGAS AVENUE, PASIG CITY	Common	44,382,436	443,824,360.00	3.94%	443,824,360.00	
MANTES CORPORATION / FILIPINO / UNIT 308. 3F 38 ROCKWELL DRIVE BLDG., ROCKWELL DRIVE, ROCKWELL CENTER, BRGY. POBLACION, MAKATI CITY	Common	2,486,427	24,864,270.00	0.22%	24,864,270.00	
YAN. LUCIO W. / FILIPINO /	Common	403,208	4,032,080.00	0.04%	4,032,080.00	
CHENG, CHARLOTTE CUA / FILIPINO /	Common	314,534	3,145,340.00	0.03%	3,145,340.00	
DEL ROSARIO, ALBERT FERREROS, &/OR MARGARET GRETCHEN DE VENECIA DEL ROSARIO / FILIPINO /	Common	291,140	2,911,400.00	0.03%	2,911,400.00	
AVESCO MARKETING CORPORATION / FILIPINO /	Common	284,427	2,844,270.00	0.03%	2,844,270.00	
B. P. INSURANCE AGENCY, INC. / FILIPINO /	Common	281,079	2,810,790.00	0.02%	2,810,790.00	
MAKATI SUPERMARKET CORPORATION / FILIPINO /	Common	240,308	2,403,080.00	0.02%	2,403,080.00	
ALBERT FERREROS DEL ROSARIO AND/OR MARGARET GRETCHEN DE VENECIA DEL ROSARIO / FILIPINO / MAKATI CITY	Common	182,500	1,825,000.00	0.02%	1,825,000.00	
ENRIQUEZ. LAARNI NIEMAN / FILIPINO /	Common	164,388	1,643,880.00	0.01%	1,643,880.00	
CARLOS. JOSE IGNACIO A. / FILIPINO /	Common	161,687	1,616,870.00	0.01%	1,616,870.00	
AGIKIK CORPORATION / FILIPINO / CITY	Common	120,100	1,201,000.00	0.01%	1,201,000.00	
BP INSURANCE AGENCY, INC. / FILIPINO /	Common	116,730	1,167,300.00	0.01%	1,167,300.00	
CONCEPCION, RAUL JOSEPH / FILIPINO /	Common	112,431	1,124,310.00	0.01%	1,124,310.00	
FORESIGHT REALTY & DEVELOPMENT CORPORATION / FILIPINO	Common	108,350	1,083,500.00	0.01%	1,083,500.00	
TOTAL SHARES (TOP 20)		1,094,616,061		97.12%		
TOTA SHARES (REST OF STOCKHOLDERS)		32,297,840		2.87%		
TOTAL OUTSTANDING SHARES		1,127,092,509		100.00%		
TREASURY SHARES		178,608				
TOTAL ISSUED SHARES		1,127,271,117				



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
NATIONAL CAPITAL REGION
967 MALIGAYA ST. MALATE MANILA

ANNEX D

VACANCY MATRIX
as of June 2025

Annex D is submitted in compliance to Section 16 of
RA 12146, and was submitted to the Pasig City PESO
Office on June 18, 2025

	Company Name	Company Address	Email Address	Contact Details	Industry	Available Vacant Position	No. Required / Position	Qualification/s Standards
1	Meralco	Lopez Building, Ortigas Avenue, Ugong, Pasig City	talent.resourcing@meralco.com.ph		Energy Distribution Utility	Line Crew	90	- Senior High School Graduate - Open to fresh graduates up to 3 years of relevant experience
2	Meralco	Lopez Building, Ortigas Avenue, Ugong, Pasig City	talent.resourcing@meralco.com.ph		Energy Distribution Utility	Technician	61	- Associate Technical/Vocational (2-year degree) - Open to fresh graduates up to 3 years of relevant experience
3	Meralco	Lopez Building, Ortigas Avenue, Ugong, Pasig City	talent.resourcing@meralco.com.ph		Energy Distribution Utility	Customer Care Rep	7	- Bachelor's Degree (4Y) - Open to fresh graduates up to 3 years of relevant experience
4	Meralco	Lopez Building, Ortigas Avenue, Ugong, Pasig City	talent.resourcing@meralco.com.ph		Energy Distribution Utility	Admin Staff	9	- Bachelor's Degree (4Y) - Open to fresh graduates up to 3 years of relevant experience
5	Meralco	Lopez Building, Ortigas Avenue, Ugong, Pasig City	talent.resourcing@meralco.com.ph		Energy Distribution Utility	Field Representative	34	- Associate Technical/Vocational (3-year degree) - Open to fresh graduates up to 3 years of relevant experience
6	Meralco	Lopez Building, Ortigas Avenue, Ugong, Pasig City	talent.resourcing@meralco.com.ph		Energy Distribution Utility	Accounting/Finance Staff	10	- Bachelor's Degree in Finance/ Business/ Accountancy, CPA advantage - Open to fresh graduates up to 3 years of relevant experience
7	Meralco	Lopez Building, Ortigas Avenue, Ugong, Pasig City	talent.resourcing@meralco.com.ph		Energy Distribution Utility	Registered Electrical Engineer	70	- Bachelor's Degree in Elec Engg + REE license - Open to fresh graduates
8	Meralco	Lopez Building, Ortigas Avenue, Ugong, Pasig City	talent.resourcing@meralco.com.ph		Energy Distribution Utility	Software Developer	20	- Bachelor's Degree in Information Technology, Computer Science, or relevant course - At least 2 years experience in software development
9	Meralco	Lopez Building, Ortigas Avenue, Ugong, Pasig City	talent.resourcing@meralco.com.ph		Energy Distribution Utility	Telecommunications Engineer	10	- Bachelor's Degree in Electronics Engineering, Information Technology or Computer Science - Open to fresh graduates
10	Meralco	Lopez Building, Ortigas Avenue, Ugong, Pasig City	talent.resourcing@meralco.com.ph		Energy Distribution Utility	Quality Inspector	10	- Associate Technical/Vocational (2-year degree) - Open to fresh graduates up to 3 years of relevant experience

