



**Internet Gaming – Licensing and Regulation Group
Remote Operations and Ancillary Services Department**

COMPLIANCE FRAMEWORK DATA STREAMING PROVIDERS

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*Revision pertains only to the form, i.e. change of department name. All provisions, terms and conditions, table of offenses, as well as applicable penalties under the Compliance Framework Data Streaming Providers which was approved by the Board on April 23, 2026, shall remain in force and effect.

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EXECUTIVE SUMMARY

This Regulatory Framework for Data Streaming Providers prescribes the policies, standards, and compliance requirements governing the accreditation, operation, and supervision of entities engaged in the provision of data streaming services to legitimate gaming operators licensed abroad.

The framework sets forth the eligibility and accreditation criteria, operational and technical standards, employee deployment and movement protocols, reporting and disclosure obligations, and the administrative, civil, and regulatory sanctions applicable in cases of non-compliance. It further defines the duties and responsibilities of Data Streaming Providers in safeguarding data privacy and security, ensuring adherence to applicable labor, immigration, and employment laws, and fully cooperating with regulatory oversight, monitoring activities, and inspections conducted by PAGCOR.

Through the implementation of this framework, PAGCOR aims to enhance regulatory oversight of data streaming operations, mitigate risks associated with the misuse of streaming infrastructures for illegal or unauthorized activities, and uphold ethical conduct, transparency, and operational integrity within the gaming support services sector.

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REGULATION 1. DEFINITION OF TERMS

1. **Accreditation** is the authorization given by PAGCOR for the conduct of Data Streaming Provider functions.
2. **Application Fee** refers to the amount paid by applicants for the processing of their accreditation application. This fee is non-refundable and non-transferable.
3. **Betting** refers to the act of wagering money or something of value on the outcome of an event or game, with the expectation of winning a return based on the result. It typically involves predicting the outcome of events such as sports games, races, or other contests, and the bettor risks a stake to win a prize or payout.
4. **Data Streaming Provider (DSP)** refers to entities that are servicing legitimately licensed gaming operators abroad through provision of live-streamed games. These entities are required to have at least 90% Filipino workforce.
5. **Legitimate Gaming Operators** refer to operators of gaming activities that are duly licensed in their respective jurisdictions. This includes both brick-and-mortar casinos and/or online gaming platforms.
6. **License** refers to the official authorization granted by a foreign government or regulatory body to an online gaming or gambling entity to conduct business legally within that jurisdiction.
7. **PAGCOR Monitoring Team (PMT)** refers to a group of PAGCOR personnel whose task is to monitor and enforce applicable regulations.
8. **Service Agreement** refers to the legal contract entered into by the DSP and the licensed gaming operator in their respective jurisdiction, in which the former commits to provide data streams in support of the latter's gaming operations.

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9. Workforce refers to the total number of employees directly employed by the company, including both foreign and Filipino staff, across all positions such as managerial, supervisory, and rank-and-file roles.

REGULATION 2. GENERAL PROVISIONS

- a. All DSPs shall comply with the rules and regulations of the Anti-Money Laundering Council as clarified, implemented, and supervised by the PAGCOR Anti-Money Laundering Supervision and Enforcement Department (PASED). Non-compliance, as determined by PASED, shall cause the imposition of the corresponding penalties as prescribed in Regulation 8 below.
- b. For monitoring purposes, the DSP shall at all times allow the PMT duly assigned for the purpose to inspect its premises and equipment being used in its operations.
- c. Any change in, or any addition to the company's directors and officers, shall be reported to Remote Operations and Ancillary Services Department (ROASD) within thirty (30) calendar days from the occurrence of said change. In case of a new company director or officer, the DSP shall submit the corresponding Personal Disclosure Sheet (PDS) of each new member, together with a certified true copy of the updated General Information Sheet (GIS) with beneficial ownership page filed with the Securities and Exchange Commission. The new company director or officer shall also be required to undergo probity check¹.
- d. All DSPs shall comply with Republic Act 10173, known as the Data Privacy Act of 2012, and its Implementing Rules and Regulations (IRR) as implement and supervised by the Data Privacy Section – Information Security Division of the Information Technology Department (ITD).
- e. All DSPs must comply with the submission of annual reportorial requirements to be submitted not later than the thirty-first (31st) day of May of the following year:

¹ <https://www.pagcor.ph/regulatory/pdf/offshore/Probity-Checking-Framework.pdf>

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1. Business Permit for the current year
2. Updated GIS duly received by the SEC; if a stockholder is also a corporation, a copy of the latest GIS of said corporation should likewise be submitted
3. Updated PDS of all Directors with the following attachments:
 - i. Copy of ID with address and three specimen signatures
 - ii. Barangay Certificate of Residency
 - iii. Proof of Billing indicating address
 - iv. Data Privacy Consent
4. Company Income Tax Return (ITR) duly filed with the Bureau of Internal Revenue (BIR)
5. No DSP shall allow, permit, tolerate, or facilitate any form of “stay-in”, “live-in”, or residential arrangement for any employee whether Filipino or foreign within the premises, building, floor, or any part thereof.
6. DSP must implement training and career development programs to strengthen Filipino workforce participation.

REGULATION 3: COMPLIANCE REQUIREMENTS ON MANPOWER

Section 1. Reportorial Requirements and Forms

Monthly Reports - to ensure adherence to the requirements of 90% Filipino workforce, the following reports shall be submitted to ROASD every fifth (5th) day of the month, covering all personnel movements from the previous month:

- a. **Manpower List Form (MLF)** – detailed list of employees that includes essential information such the employees’ nationality, date of birth, position, etc. This report shall be submitted in both .exe and signed/notarized .pdf formats. Employees in the manpower list shall be classified as follows:
 1. Managerial
 2. Supervisory
 3. Non-Supervisory
 4. Organic/Contractual

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- b. **Manpower Monitoring Form (MMF)** – contains the proposed manpower count submitted by the DSP as well as the list of newly-hired and resigned employees from the previous month. This report shall be submitted in both .exe and signed/notarized .pdf formats.

To ensure proper documentation, reasons for resignation shall be classified into three (3) categories, to wit:

1. Voluntary Resignation
2. Termination (indicate the reason/s)
3. End of Contract

- c. For foreign employees, a digital copy of the following documents must also be submitted along with the reports:

1. Passport bio page
2. Alien Employment Permit
3. Visa/ ACR I-Card

Other Employment-related Forms – the following forms shall be submitted to ROASD, as necessary:

1. **Additional Manpower Request Form (AMRF)** – DSP shall use this form to notify ROASD in the event of a newly approved additional site.
2. **Employee Transfer Request Form (ETRF)** – this form shall be submitted to if the DSP opts to transfer employees assigned from a cancelled site to another operational site. The list should also be accompanied by the amended ACR I-Cards of the foreign employees. The DSP shall also be the one responsible to inform the Bureau of Immigration of any changes in the circumstances of its foreign employees.

Section 2. Procedures of Submission of Reports and Request Forms

Monthly Reports

- a. All reports and documentary requirements stated under Section 1 of this regulation shall be e-mailed every fifth (5th) day of the month.

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- b. The report shall be assessed within five (5) business days from date of receipt to determine whether the DSP has complied with the following:
 1. The proposed manpower count/roster of employees previously submitted as pre-operational requirement is reflected in the MMF.
 2. Actual manpower count is equal to or less than the proposed manpower count.
 3. Foreign employees do not exceed 10% of the total workforce.
- c. The DSP will be notified via e-mail if there are noted discrepancies or deficits in the submitted reports.
- d. The DSP should submit the lacking requirements within three (3) business days from receipt of the e-mail notification.

Other Employment-related Forms

1. Employment-related forms such as AMRF and ETRF, shall be submitted to ROASD within five (5) business days from receipt of the Notice of Approval.
2. ROASD shall evaluate the request within five (5) business days from date of receipt.
3. DSP will be notified by ROASD via e-mail once the request has been evaluated and approved.

REGULATION 4. ISSUANCE OF EMPLOYMENT REGISTRATION NUMBER

Section 1. GENERAL GUIDELINES

- A. **Employment Registration Number (ERN)** is given by PAGCOR through the ROASD, which signifies that a person has been officially registered and granted the privilege to be employed in DSP.
 1. An applicant who has completed the ERN application shall be assigned a unique registration number.
 2. The registration number shall be specific to each employee/applicant for ERN.
 3. Employees with no valid ERN cannot be deployed for duty.

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B. All applications for ERN shall be coursed through the employer.

C. Employers have the duty to ensure that the documents pertaining to employees' ERN application may be made available to PAGCOR anytime for compliance verification and other purposes.

Section 2. COVERAGE

All personnel hired directly by DSP are required to secure an ERN.

Section 3. EXCLUSION

Personnel not directly hired by the DSP — such as security guards, drivers, maintenance staff, and others of similar nature — are excluded from securing an ERN.

Section 4. QUALIFICATIONS OF ERN APPLICANTS

- A. Be at least twenty-one (21) years old at the time of application;
- B. Be favorably endorsed by the employer; and
- C. Have no criminal record.

Section 5. ERN FORMS

- A. ERN Application Form (Form A) – for new applicants
- B. ERN Renewal Form (Form B) – for renewal
- C. ERN Compliance Authorized Representative Form (Form C)

Section 6. REQUIREMENTS FOR ERN APPLICATION AND RENEWAL

A **digital copy** of the following documents shall be submitted to ROASD:

- A. For Filipino Employees
 - 1. PSA-certified birth certificate
 - 2. Valid NBI Clearance
 - 3. Tax Identification Number (TIN)
 - 4. 2x2 I.D. photo (white background)
 - 5. Medical Certificate

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B. For Foreign Employees

1. Passport Bio page
2. Valid National Police Clearance
3. Valid work visa and permit as provided by existing laws, rules, and regulations
4. Tax Identification Number (TIN)
5. 2x2 I.D. photo (white background)
6. Medical Certificate

C. Additional Requirements

1. A non-refundable application fee of One Thousand US Dollars (\$1,000.00) per annum shall be charged for each foreign employee applying for or renewing an ERN.
2. All foreign employees shall personally appear and undergo photo/biometrics capture as part of both initial ERN accreditation, and ERN renewal.

Failure to appear for biometrics shall be a ground for non-processing or deferment of the ERN application.

Section 7. PROCEDURES IN THE PROCESSING OF ERN APPLICATION

- A. DSP shall accomplish an ERN Compliance Authorized Representative Form (Form C) to be submitted to ROASD via e-mail. The Authorized Representative will be the person responsible for ensuring the accuracy and completeness of applications to be submitted.
- B. The Authorized Representative shall submit an ERN Application Form (Form A) together with the digital copy of documentary requirements via e-mail;
- C. ROASD-Employment Licensing Section (ELS) will evaluate the application within ten (10) business days from receipt of Form A with complete requirements. ROASD-ELS shall coordinate with concerned agencies to verify the authenticity of the following documents:

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- i. Tax Identification Number
- ii. Police Clearance
- iii. NBI Clearance
- iv. Working Permit
- v. Alien Employment Permit

- D. In cases of invalid/incomplete requirements, DSP shall be given seven (7) business days to submit all the lacking documents.
- E. For applications with valid and complete requirements, ROASD-ELS will assign a registration number to each employee in the ERN application;
- F. Once the application has been approved, DSP will receive an e-mail notification containing the registration number issued to the applicant/s.

Section 8. PROCEDURES IN RENEWAL OF ERN

- A. DSP shall accomplish an ERN Compliance Authorized Representative Form (Form C) to be submitted to ROASD via e-mail. The Authorized Representative will be the person responsible for ensuring the accuracy and completeness of applications to be submitted.
- B. The Authorized Representative shall submit an ERN Renewal Form (Form B) together with the digital copy of documentary requirements via e-mail. The following renewal schedule shall strictly be followed:
 1. For Filipino Employees – Form B shall be submitted at least one (1) month prior to expiration hereof.
 2. For Foreign Employees – Form B shall be submitted at least one (1) month prior to expiration, provided that the FN's working visa and permit were also in the process of renewal with the Bureau of Immigration (BI) and the Department of Labor and Employment (DOLE).
- C. ROASD-ELS will evaluate the application within ten (10) business days from receipt of Form B with complete requirements. ROASD-ELS shall coordinate with concerned agencies to verify the authenticity of the following documents:

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- i. Tax Identification Number
- ii. National Police Clearance
- iii. NBI Clearance
- iv. Working Permit
- v. Alien Employment Permit

Section 9. VALIDITY – the ERN issued to employees shall be valid until the expiration of the DSP's accreditation, or up until the validity of the work visa/permit issued to foreign employee, whichever comes first.

Section 10. GROUNDS FOR DENIAL OF APPLICATION – ROASD may deny an application based on the following grounds:

- A. Falsification of submitted documentary requirements;
- B. Misrepresentation of facts and submission of fraudulently acquired documents;
- C. Applicant has derogatory information.

SECTION 11. GROUNDS FOR REVOCATION – After issuance of ERN, ROASD may revoke the same at any time if the following are proven:

- A. Commission of a crime or offense, or any violation of prevailing laws, rules, regulations, or issuances by said employee;
- B. Falsification of submitted documentary requirements;
- C. Misrepresentation or misdeclaration;
- D. Violation of any pertinent and subsequent directives, issuance, policies, rules and regulations.

REGULATION 5. IMPOSITION OF PENALTIES FOR VIOLATIONS

Section 2. Violations and Demerits

Based on the severity of the offense, ROASD may take appropriate action which may include the issuance of a Notice to Explain, Show Cause Order, Warning, Final Warning, Notice of Fine/ Penalty, Show Cause Order with Fine.

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The Board of Directors (BOD) may impose fines higher than those below stated depending on the gravity of the violation. All suspension and cancellation orders shall be approved by the BOD.

a. Table of Violations

	VIOLATION	ENFORCEMENT MEASURES			
		1st COMMISSION	2nd COMMISSION	3rd COMMISSION	CONTINUED NON- COMPLIANCE
1.	The DSP's Owner/s, Director/s, and/or employee/s of Managerial level is/are charged of an offense in violation of anti-gambling laws of the Philippines	Upon commission of such violations, the following shall be imposed: - Cancellation of the Accreditation; and			
2.	The DSP's Owner/s, Director/s and/or employee/s of Managerial level is/are convicted of any serious offense under any other law	Forfeiture of performance cash deposit in favor of PAGCOR			
3.	DSP's obtain the accreditation by materially false or misleading representation.				
4.	Falsification of the DSP documents/requirements submitted to PAGCOR				
5.	Fraud, misrepresentation, or any other form of deceit in the conduct of its business of the accredited DSP				

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6.	Engaging in offshore gaming activities i.e. directly accepting bets from players	
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7.	Promoting or advertising job opportunities involving cryptocurrency mining and trading, spamming, or other activities that fall outside the authorized scope of the DSP's operations.	
8.	Engaging in illegal activities The presence of the following practices, equipment, or paraphernalia shall be <i>prima facie</i> evidence of involvement in illegal activities: a. Presence of spamming devices inside the operating sites; b. Presence of unexplained and unaccounted numerous mobile phones and SIM cards using social media accounts to transact/ communicate with customers within the Philippines.	



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	c. Presence of or browsing of pornography and other similar illicit materials in the workplace; d. Presence of unlicensed firearms and ammunitions or high-powered firearms; e. Presence of various scripts which are not related to gaming support activities				
9.	Submission of <u>any</u> falsified document/s to PAGCOR.				
10.	Failure to operate by the accredited DSP within a period of three (3) months from the issuance of its accreditation without justifiable cause	Upon commission of this offense, a Warning and Notice of Demerit shall be issued. Continued non-operation of fifteen (15) days following the issuance of the Notice of Fine/Penalty shall warrant the cancellation of the accreditation, unless otherwise approved by the BOD.			
11.	Preventing the PMT from entering the operating address starting from the gates or entrances of a building, and form accessing all areas, rooms, and other openings.	Show Cause Order	Show Cause Order with Fine of \$ 5,000.00	Suspension of accreditation	Cancellation of accreditation and forfeiture of the Performance cash deposit (PCD)
12.	Delaying inspection team to enter the operating sites or wait for anyone's clearance to access any part of the operating site. For purposes of this provision, delay should mean a time lag of more than five (5) minutes	Show Cause Order	Show Cause Order with fine of \$5,000.00	Suspension of accreditation	Cancellation of accreditation and forfeiture of the PCD

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13.	Refusing entry in areas inside the building such as but not limited to server rooms and stock rooms	Warning	Fine of \$5,000.00	Suspension of accreditation	Cancellation of accreditation and forfeiture of the PCD
14.	Preventing the taking of pictures or video by the inspection team of the premises to document the conduct of inspection	Warning	Fine of \$5,000.00	Suspension of accreditation	Cancellation of accreditation and forfeiture of the PCD
15.	Failure to notify PAGCOR regarding temporary shutdown operations due to preventive/ electrical maintenance at least three (3) days prior to implementation	Warning	Fine of \$5,000.00	Suspension of accreditation	Cancellation of accreditation and forfeiture of the PCD
16.	Failure of the DSP to comply with an order from PAGCOR.	Warning/ Fine \$5,000.00	Fine of \$10,000.00	Suspension of accreditation	Cancellation of accreditation and forfeiture of the PCD
17.	Failure of the DSP to comply with an order from PAGCOR.	Warning/ Fine of \$5,000.00	Fine of \$10,000.00	Suspension of accreditation	Cancellation of accreditation and forfeiture of the PCD
18.	Failure of the DSP to submit documents, or other requirements as may be prescribed by PAGCOR	Warning/ Fine of \$5,000.00	Fine of \$10,000.00	Suspension of accreditation	Cancellation of accreditation and forfeiture of the PCD



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19.	Failure to cooperate with a PAGCOR-accredited probity checker and other government law enforcement agencies.	Warning/ Fine of \$5,000.00	Fine of \$10,000.00	Suspension of accreditation	Cancellation of accreditation and forfeiture of the PCD
20.	Failure to comply with directives pertaining to Anti-Money Laundering and Terrorist Financing	Warning/ Fine of \$5,000.00	Fine of \$10,000.00	Suspension of accreditation	Cancellation of accreditation and forfeiture of the PCD
21.	Failure of DSP to notify PAGCOR and submit the required forms regarding movement of its employees.	Warning/ Fine of \$5,000.00	Fine of \$10,000.00	Suspension of accreditation	Cancellation of accreditation and forfeiture of the PCD
22.	Violations by DSP of policies, rules, regulations, and other issuances of PAGCOR.	Warning/ Fine of \$5,000.00	Fine of \$10,000.00	Suspension of accreditation	Cancellation of accreditation and forfeiture of the PCD
23.	Tampering of PAGCOR Accreditation Certificates	Warning/ Fine of \$5,000.00	Fine of \$10,000.00	Suspension of accreditation	Cancellation of accreditation and forfeiture of the PCD
24.	Being found in possession of the travel documents of their employees for no valid reason.	Show Cause Order with fine of \$10,000.00	Cancellation of accreditation and forfeiture of the PCD		
25.	Failure to declare or misdeclaration of the number of employees	Show Cause Order with fine of \$10,000.00	Cancellation of accreditation and forfeiture of the PCD		

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26.	Refusing to provide access to their CCTV cameras/ CCTV recording	Show Cause Order with fine of \$10,000.00	Cancellation of accreditation and forfeiture of the PCD		
27.	DSP offers its services/ data to companies not declared to PAGCOR.	Show Cause Order with fine of \$10,000.00	Cancellation of accreditation and forfeiture of the PCD		
28.	DSP is found to have employed undocumented and/or improperly documented foreign national/s	Show Cause Order with fine of \$10,000.00	Cancellation of accreditation and forfeiture of the PCD		
29.	Labor law violations: a. non-adherence to labor standards such as working hours, overtime, minimum wage, or employee benefits b. terminating employees without due process or valid reasons c. non-payment of mandatory contributions	Fine of \$10,000.00	Suspension of accreditation	Cancellation of accreditation and forfeiture of the PCD	

ROASD may issue additional list of offenses with corresponding penalties, as it may deem necessary.

b. Collection of Fines and Penalties

1. Upon issuance of a Notice of Fine/ Penalty, the DSP is given fifteen (15) working days from receipt thereof to settle the equivalent cash penalty.
2. Requests for reconsideration of the Notice of Fine/ Penalty shall be allowed within fifteen (15) working days from receipt of the Notice, subject to the

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following requisites:

- i. Letter of reconsideration specifying date of receipt and citing reasons for the request;
 - ii. Supporting documents; and
 - iii. A non-refundable/ non-transferrable reconsideration fee of Five Hundred US Dollars (\$ 500.00).
3. In case no request for reconsideration is made and no reconsideration fee has been paid within the allowable period, the Notice of Fine/ Penalty shall become final.
4. Once it has become final, ROASD shall notify the DSP of the forfeiture of the equivalent cash penalty from the PCD, copy furnished Accounting Department (AD).
5. The DSP whose bond has been forfeited shall be required to replenish the same within five (5) banking days from the date of forfeiture. Pending replenishment, all transactions of the DSP shall be deferred.
6. Continued non- replenishment of the bond for thirty (30) calendar days from the issuance of the notice of forfeiture shall result in the suspension of accreditation.

c. Procedures in the processing of requests for reconsideration

1. All letters of reconsideration must be filed within fifteen (15) working days from receipt of the notice of imposition of fine/ penalty and/or other administrative sanction.
2. The ROASD shall resolve the request for reconsideration within fifteen (15) working days from receipt thereof and payment of the reconsideration fee, subject to BOD approval.
3. The DSP shall be furnished a copy of the resolution to approve or deny the request.
4. Once denied, no further reconsideration shall be entertained. The DSP shall

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be given seven (7) working days to settle the cash penalty, otherwise, the same shall be forfeited from the PCD pursuant to these regulations.

Section 3. Suspension and Cancellation of the Accreditation

a. The BOD, of its own accord, shall have the power to suspend an accreditation in the following instances:

1. The PAGCOR is satisfied that the accredited provider, or a person holding a direct or indirect interest in the accredited provider, or a person holding a key function in the accredited provider, is not, or has ceased to be, fit and proper to hold such license;
2. The accredited provider has failed to comply with an order issued by PAGCOR;
3. The accredited provider has failed to comply with one or more applicable obligations in terms of any regulations or any other applicable law of the Philippines;
4. The accredited provider has failed to discharge financial commitments for its operations or the PAGCOR has reason to believe that such failure is imminent;
5. The accredited provider is in breach of laws or regulations at any time in force for the prevention of money laundering and financing of terrorism;
6. Circumstances arise which, had they been present and known to the PAGCOR at the time of issuance of the license, would have led the PAGCOR not to issue such accreditation;
7. The accredited provider has failed to pay in a timely manner any and all amounts due to the PAGCOR;
8. The BOD, in its discretion, has determined that there is material and sufficient reason for suspension of the accredited provider.

b. The BOD, of its own accord, shall have the power to cancel an accreditation in the following instances:

1. One of the grounds under Section 3 (A) of this regulation arises and the BOD, in its discretion, determines that cancellation of the accreditation is the most appropriate measure;
2. The BOD has suspended the accreditation in terms of Section 3 (A) of this

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Regulation, and in the circumstances of the case, it becomes satisfied that the matter which led to the suspension cannot be rectified.

- c. The suspension or cancellation of the accreditation shall not affect any liability of the accredited provider for anything done or omitted to be done, or for any amounts due which may have already accrued before the date of suspension or cancellation.
- d. Without prejudice to any applicable law, the liability of the accredited provider to pay any applicable compliance contribution, gaming devices levy and, or gaming tax shall stop accruing during any period in which the accreditation is suspended: Provided that the accredited provider shall have no right to recover any applicable dues paid in advance.

Section 4. Cancellation of Accreditation

For cases when the BOD cancels an accreditation and orders the closure of an operating site and cessation of operations under these regulations, the following shall apply:

1. The accredited provider shall be perpetually banned from re-applying with PAGCOR;
2. The original certificate/s issued to the accredited provider shall be surrendered immediately to ROASD upon cancellation of accreditation.
3. The performance bond shall be applied to the outstanding obligations while the remaining amount shall be forfeited in favor of the government.

Section 5. Request for Reconsideration

1. For cases when the concerned accredited provider files a request for reconsideration on the cancellation of the previously granted accreditation, its operations shall remain suspended pending decision of the BOD.
2. In meritorious cases when the BOD grants the request for reconsideration, the accredited provider shall resume its operations only upon issuance of a Notice to Resume Operations.

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REGULATION 5. MISCELLANEOUS PROVISIONS

Section 1. Repeal

All prior rules, regulations, and guidelines which are inconsistent with the provisions of these Regulations are hereby repealed or deemed modified accordingly.

Section 2. Separability Clause

If, for any reason, any provision of these rules is declared unconstitutional or contrary to law, the other parts, or provisions hereof which are not affected thereby shall continue to be in full force and effect.

Section 3. Effectivity

These rules shall become effective upon approval by the BOD. Upon its effectivity, these rules shall be applied to all accredited entities to the extent that they are applicable.

Section 4. Amendment and Modification of the Framework

The BOD reserves the authority to amend, modify, revise, or supplement any provision of this Framework and its implementing guidelines. All such amendments shall take effect upon official approval and issuance by the BOD and shall automatically form part of this Framework, superseding any provisions that may be inconsistent with the approved changes.