

2025 COMPENSATION OF DIRECTORS AND EXECUTIVE OFFICERS

Name	Principal Position	Salary	Bonus	Per Diem Allowance**	Other annual compensation
Isidro A. Consunji	President and CEO		None		None
Herbert M. Consunji	Executive Vice President & Chief Finance Officer		None		None
Ma. Edwina C. Laperal ¹	Treasurer		None		None
Maria Cristina C. Gotianun ²	Asst. Treasurer		None		None
Joseph Adelbert V. Legasto	Deputy Chief Financial Officer		None		None
Hannah Cecille L. Chan	Asst. Vice President & Investor Relations Head		None		None
	YEARS	In Php		In Php	
	2021	10,529,999.02	-	2,600,000.00	-
	2022	12,771,693.83	-	1,640,000.00	-
	2023	14,855,321.00		1,680,000.00	-
	2024	9,944,550.00		2,440,000.00	-
	2025	14,032,681.00		1,920,000.00	-
	2026*	14,032,681.00		1,920,000.00	-
	TOTAL:	76,166,925.85		12,200,000.00	
	YEARS	In Php		In Php	
All other directors and executive officers as a group unnamed	2021	0	None	2,560,000.00	-
	2022	0		3,200,000.00	-
	2023	0		4,160,000.00	-
	2024	0		5,720,000.00	-
	2025	0		4,120,000.00	-
	2026*	0		4,120,000.00	-
	TOTAL:	0		23,880,000.00	-

**Approximate figures*

¹ The Treasurer does not receive any compensation as Treasurer of the Corporation. However, she receives the usual *per diem* as a regular director of the Corporation.

² The Assistant Treasurer does not receive any compensation as Assistant Treasurer of the Corporation. However, she receives the usual *per diem* as a regular director of the Corporation.

PER DIEM OF DIRECTORS FOR 2025

Name	Principal Position	Per Diem Allowance**
Isidro A. Consunji	Chairman/President	720,000.00
Cesar A. Buenaventura ³	Vice Chairman of the Board	520,000.00
Ma. Edwina C. Laperal	Director/ Treasurer	560,000.00
Maria Cristina C. Gotianun	Director/ Asst. Treasurer	640,000.00
Jorge A. Consunji	Director	480,000.00
Luz Consuelo A. Consunji	Director	560,000.00
Roberto L. Panlilio	Independent Director	1,040,000.00
Bernardo M. Villegas	Independent Director	1,040,000.00
Cynthia R. Del Castillo	Independent Director	480,000.00
	Total	6,040,000.00
	YEARS	
	2021	5,160,000.00
	2022	4,840,000.00
	2023	5,840,000.00
	2024	8,160,000.00
	2025	6,040,000.00
	2026*	6,040,000.00
	TOTAL	36,080,000.00

The directors receive per diem in the amount of Php80,000.00 for every board meeting and Php40,000.00 for every committee meeting.

There is no contract covering their employment with the Corporation and they hold office by virtue of their election to office. The Company has no agreements with its named executive officers regarding any bonus, profit sharing, pension or retirement plan.

There are no outstanding warrants, options, or right to repurchase any securities held by the directors or executive officers of the Company.

³ Mr. Buenaventura passed away on December 10, 2025.