

2020 COMPENSATION OF DIRECTORS AND EXECUTIVE OFFICERS

Name	Principal Position	Salary	Bonus	Per Diem Allowance**	Other annual compensation
Isidro A. Consunji	Chairman of the Board of Directors/President		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
Victor S. Limlingan ³	Managing Director		None		None
	YEARS				
	2017	P 10,634,322.22	-	P 1,520,000.00	-
	2018	P 10,634,322.22	-	P 1,520,000.00	-
	2019	P 11,120,190.25	-	P 1,360,000.00	-
	2020	P 9,178,322.29	-	P 1,760,000.00	-
	2021*	P 9,178,322.29	-	P 1,760,000.00	-
	TOTAL:	P 50,745,479.27	-	P 7,920,000.00	-
	YEARS				
All other directors and executive officers as a group unnamed	2017	P 4,136,665.00	None	P 3,920,000.00	-
	2018	P 4,136,665.00		P 3,920,000.00	-
	2019	P 4,267,289.17		P 2,880,000.00	-
	2020	P 2,059,876.48		P 2,720,000.00	-
	2021*	P 2,059,876.48		P 2,720,000.00	-
	TOTAL:	P 16,660,372.13		P 16,160,000.00	-

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.

³ Retired on June 30, 2020

PER DIEM OF DIRECTORS FOR 2020

Name	Principal Position	Per Diem Allowance**
Isidro A. Consunji	Chairman of the Board of Directors/President	320,000.00
Herbert M. Consunji	Director/ Executive Vice President & Chief Finance Officer	640,000.00
Ma. Edwina C. Laperal	Director/ Treasurer	400,000.00
Maria Cristina C. Gotianun	Director/ Asst. Treasurer	400,000.00
Jorge A. Consunji	Director	440,000.00
Luz Consuelo A. Consunji	Director	400,000.00
Cesar A. Buenaventura	Vice Chairman of the Board	600,000.00
Antonio Jose U. Periquet	Independent Director	640,000.00
Honorio O. Reyes-Lao	Independent Director	640,000.00
	Total	P 4,480,000.00
	YEARS	
	2017	P 4,720,000.00
	2018	P 4,320,000.00
	2019	P 3,840,000.00
	2020	P 4,480,000.00
	2021*	P 4,480,000.00
	TOTAL (2017-2021):	P 21,840,000.00

**Approximate figures*

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.