

SCHEDULE OF COMPENSATION OF BOD & OFFICERS
DECEMBER 31, 2025

Related Party Transaction	2025			
	salaries	allowance & Other Benefits	per diem	total
Miguel Ermitanio Umali	4,504,356.00	961,738.20	788,000.00	6,254,094.20
Atty. Ilie Lionel Buenavista Gramata	2,480,928.00	983,673.45		3,464,601.45
Felix Maduli Erece Jr.	2,578,778.00	692,096.09		3,270,874.09
Herculano Cleto Co, Jr		912,000.00	328,494.20	1,240,494.20
Lamberto Basa Mercado		816,800.00	275,000.00	1,091,800.00
Jonathan Salvador Avancena		788,000.00	583,410.53	1,371,410.53
Allan Rio Luga		355,200.00	99,670.64	454,870.64
Oscar Tolete Zaldivar		802,400.00	441,490.89	1,243,890.89
Danilo Santos Constantino		788,000.00	230,019.78	1,018,019.78
Alex Limuaco Sembrano		804,800.00	226,301.73	1,031,101.73
Mariano Jesus Averia		804,800.00	199,338.27	1,004,138.27
Evelina Escudero		804,800.00	254,026.31	1,058,826.31
Beatriz Gonzales Torno		500,000.00	145,700.97	645,700.97
Ruben Deloso Torres*		908,000.00	147,737.78	1,055,737.78
	9,564,062.00	10,922,307.74	3,719,191.10	24,205,560.84

*Non-appointive (Private Sector Representative)