

**SMALL BUSINESS CORPORATION**

COMPENSATION PACKAGE FOR BOARD OF DIRECTORS (JANUARY 2025 - DECEMBER 2025)

COMPENSATION FOR DIRECTORS							
GOCC Class per EO 24:	Classification C						
Per Diem for Board Meetings:	P15,000.00 per Board Meeting						
Per Diem for Committee Meetings:	P9,000.00 per Board Committee Meeting						
Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total
Dir. Michel Kristian R. Ablan (DTI Secondary Alternate)	3	0.00	CGC	4	0.00	0.00	
Dir. Wilhelmino G. Agregado	25	360,000.00	LVCRC, FROC, BACC	19	171,000.00	0.00	
Dir. Avelino L. Andal***	18	270,000.00	LVCRC, BACC, CGC, NRC, FROC	17	153,000.00	0.00	423,000.00
Dir. Robert C. Bastillo	24	360,000.00	LVCRC, BITGC, CGC	22	198,000.00	0.00	558,000.00
Dir. Annie F. Candelaria (DOF Secondary Alternate)	22	0.00	BACC, FROC, BITGC	18	162,000.00	0.00	162,000.00
Dir. Henry B. Caunan	24	360,000.00	BITGC, LVCRC, CGC, NRC	17	153,000.00	0.00	513,000.00
Dir. Sharon P. Almanza (DOF Primray Alternate)	0	0.00	N/A	0	0.00	0.00	0.00
Dir. Joe Jay T. Doctora	25	360,000.00	FROC, BACC, BITGC	26	216,000.00	0.00	576,000.00
Dir. Arnulfo V. Galdo	25	360,000.00	FROC, LVCRC, CGC, NRC	24	216,000.00	0.00	576,000.00
Dir. Elvira L. Go	25	360,000.00	BACC, FROC, CGC	25	216,000.00	0.00	576,000.00
DOF Sec. Frederick D. Go	0	0.00	N/A	0	0.00	0.00	0.00
Dir. Blesila A. Lantayona (DTI Primary Alternate)	2	0.00	CGC	0	0.00	0.00	0.00
Dir. Voltaire B. Magpayo	25	375,000.00	BITGC, BACC, LVCRC, NRC, CGC	20	180,000.00	0.00	555,000.00
DTI Sec. Ma. Cristina A. Roque	2	0.00	CGC	0	0.00	0.00	0.00
Dir. Jacob S. Vasquez	18	270,000.00	BACC, NRC, BITGC, LVCRC	16	144,000.00	0.00	414,000.00
<b>REIMBURSABLE EXPENSES (if applicable) **</b>							
Name of Director	Total						
Dir. Michel Kristian R. Ablan (DTI Secondary Alternate)	0.00						
Dir. Wilhelmino G. Agregado	66,967.75						
Dir. Avelino L. Andal	138,211.35						
Dir. Robert C. Bastillo	6,235.00						
Dir. Annie F. Candelaria (DOF Secondary Alternate)	22,700.21						
Dir. Henry B. Caunan	0.00						
Dir. Sharon P. Almanza (DOF Primary Alternate)	0.00						
Dir. Joe Jay T. Doctora	34,940.50						
Dir. Arnulfo V. Galdo	105,207.83						
Dir. Elvira L. Go	151,500.00						
DOF Sec. Frederick D. Go	0.00						
Dir. Blesila A. Lantayona (DTI Primary Alternate)	0.00						
Dir. Voltaire B. Magpayo	147,870.44						
DTI Sec. Ma. Cristina A. Roque	0.00						
Dir. Jacob S. Vasquez	111,429.71						
<b>COMPENSATION FROM INVESTEE COMPANIES (if applicable)</b>							
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown		
N/A							

Notes:

N/A - Not Applicable

SCC - Strategic Communications Committee

CGC - Corporate Governance Committee

ITGC - IT Governance Committee

BACC - Board Audit and Compliance Committee

FROC - Finance and Risk Oversight Committee

LVCRC - Loans and Venture Capital Review Committee

Notes:

\*Board Committee meetings attended, maximum per diem is at P216,000.00 per year (equivalent to 24 meetings). Remaining meetings attended by the Board were pro-bono.

\*\* for updating with December 2025 reimbursements

\*\*\* Dir. Avelino Andal passed away in October 2025.

\*\*\*\* Nomination and Remuneration Committee (NRC) was dissolved in October 2025.