

SMALL BUSINESS CORPORATION
COMPENSATION PACKAGE OF THE GOVERNING BOARD (JANUARY 2025 - DECEMBER 2025)

COMPENSATION FOR DIRECTORS							
GOCC Class per EO 24:	Classification C (effective 01 February 2025)						
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	Meetings Attended	Total 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	0.00
Dir. Wilhelmino G. Agregado	25	350,000.00	LVCRC, FROC, BACC	19	171,000.00	0.00	521,000.00
Dir. Sharon P. Almanza (DOF Primary Alternate)	0	0.00	N/A	0	0.00	0.00	0.00
Dir. Avelino L. Andal	18	260,000.00	LVCRC, BACC, CGC, NRC, FROC	17	144,000.00	0.00	404,000.00
Dir. Robert C. Bastillo	24	350,000.00	LVCRC, BITGC, CGC	22	195,000.00	0.00	545,000.00
Dir. Annie F. Candelaria (DOF Secondary Alternate)	22	0.00	BACC, FROC, BITGC	18	0.00	0.00	0.00
Dir. Henry B. Caunan	24	350,000.00	BITGC, LVCRC, CGC, NRC	17	153,000.00	0.00	503,000.00
Dir. Joe Jay T. Doctora	24	350,000.00	FROC, BACC, BITGC	26	210,000.00	0.00	560,000.00
Dir. Arnulfo V. Galdo	25	350,000.00	FROC, LVCRC, CGC, NRC	24	210,000.00	0.00	560,000.00
Dir. Elvira L. Go	25	350,000.00	BACC, FROC, CGC	25	210,000.00	0.00	560,000.00
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	350,000.00	BITGC, BACC, LVCRC, NRC, CGC	20	177,000.00	0.00	527,000.00
DTI Sec. Ma. Cristina A. Roque	2	0.00	CGC	0	0.00	0.00	0.00
Dir. Jacob S. Vasquez	18	260,000.00	BACC, NRC, BITGC, LVCRC	16	138,000.00	0.00	398,000.00
REIMBURSABLE EXPENSES (if applicable)							
Name of Director	Total						
Dir. Michel Kristian R. Ablan (DTI Secondary Alternate)	0.00						
Dir. Wilhelmino G. Agregado	77,364.75						
Dir. Sharon P. Almanza (DOF Primary Alternate)	0.00						
Dir. Avelino L. Andal	139,780.55						
Dir. Robert C. Bastillo	75,568.40						
Dir. Annie F. Candelaria (DOF Secondary Alternate)	0.00						
Dir. Henry B. Caunan	77,719.69						
Dir. Joe Jay T. Doctora	55,940.50						
Dir. Arnulfo V. Galdo	163,289.02						
Dir. Elvira L. Go	222,000.00						
DOF Sec. Frederick D. Go	0.00						
Dir. Blesila A. Lantayona (DTI Primary Alternate)	0.00						
Dir. Voltaire B. Magpayo	203,136.35						
DTI Sec. Ma. Cristina A. Roque	0.00						
Dir. Jacob S. Vasquez	171,336.45						
COMPENSATION FROM INVESTEE COMPANIES (if applicable)							
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown		
N/A							

Notes:

N/A - Not Applicable

CGC - Corporate Governance Committee

BITGC - Board IT Governance Committee

BACC - Board Audit and Compliance Committee

FROC - Finance and Risk Oversight Committee

LVCRC - Loans and Venture Capital Review Committee

NRC - Nomination and Remuneration Committee

Notes:

1. On the Board and Board Committee meetings attended, the maximum total per diem is at P360,000.00 for Board Meetings (equivalent to 24 meetings) and P216,000.00 for Board Committee Meetings (equivalent to 24 meetings).

In excess of 24 meetings attended by the Governing Board were pro-bono.

2. Reclassification of SB Corporation from Class D to Class C under EO No. 24 was approved in 01 February 2025.

3. Dir. Avelino Andal passed away in October 2025.

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