

LAND BANK OF THE PHILIPPINES

ANNUAL COMPENSATION FOR LBP DIRECTORS - 2021

GOC Class per EO 24:	Chartered	
Per Diem for Board Meetings:	Php40,000.00	Max.per Year-Php960,000.00
Per Diem for Committee Meetings:	Php24,000.00	Max.per Year-Php576,000.00

Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Total
Sec. Carlos G. Dominguez	24	N/A	• Risk Oversight Committee • Trust Committee	• 13 • 6	N/A	N/A
Pres./CEO Cecilia C. Borromeo	22	880,000.00	• Agri-Agra Social Concerns Committee • Trust Committee	• 6 • 6	264,000.00	1,144,000.00
Sec. William D. Dar	23	N/A	• Agri-Agra Social Concerns Committee • Risk Oversight Committee	• 5 • 2	N/A	N/A
Sec. Silvestre H. Bello III	22	N/A	• Trust Committee	• 6	N/A	N/A
Sec. John R. Castriciones ¹	18 out of 18	N/A	• Agri-Agra Social Concerns Committee • Trust Committee	• 4 out of 5 • 5 out of 6	N/A	N/A
Acting Sec. Bernie F. Cruz ²	4 out of 4	N/A	• Agri-Agra Social Concerns Committee • Trust Committee	• N/A • 1 out of 1	N/A	N/A
Dir. Nancy D. Irlanda	24	960,000.00	• Trust Committee • Corporate Governance Committee • Related Party Transactions Committee • Risk Oversight Committee	• 6 • 9 • 6 • 13	614,400.00	1,574,400.00
Dir. Jesus V. Hinlo, Jr.	24	960,000.00	• Audit and Compliance Committee • Corporate Governance Committee • Related Party Transactions Committee • Risk Oversight Committee	• 12 • 9 • 6 • 13	633,600.00	1,593,600.00
Dir. Jaime L. Miralles	24	960,000.00	• Agri-Agra Social Concerns Committee • Audit and Compliance Committee • Related Party Transactions Committee • Risk Oversight Committee	• 6 • 12 • 6 • 13	633,600.00	1,593,600.00
Dir. Virgilio D. Robes	24	960,000.00	• Audit and Compliance Committee • Corporate Governance Committee • Agri-Agra Social Concerns Committee	• 12 • 9 • 6	576,000.00	1,536,000.00

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REIMBURSABLE EXPENSES FOR 2021 - Allowable Reimbursable Expenses per Director is at P264,000 per annum					
Name of Director	Meal Expenses	Travelling Expenses	Communication Expenses	Fuel	TOTAL
Sec. Carlos G. Dominguez	-	264,000.00	-	-	264,000.00
Pres. Cecilia C. Borromeo	-	-	-	-	-
Sec. William D. Dar ³	244,154.53	63,845.47	-	-	308,000.00
Sec. Silvestre H. Bello III ⁴	159,943.27	-	-	-	159,943.27
Sec. John R. Castriciones	61,585.73	-	-	-	61,585.73
Acting Sec. Bernie F. Cruz	-	-	-	-	-
Dir. Nancy D. Irlanda ⁵	261,136.33	-	-	-	261,136.33
Dir. Jesus V. Hinlo, Jr. ⁶	28,265.20	20,807.85	16,486.01	-	65,559.06
Dir. Jaime L. Miralles ⁷	192,146.25	-	-	-	192,146.25
Dir. Virgilio D. Robes ⁸	259,512.42	-	-	-	259,512.42
Alternate Members					
Treas. Rosalia V. De Leon ⁹	227,963.03	-	-	-	227,963.03
Usec. Luis Meinrado C. Pañgulayan ¹⁰	271,569.69	-	-	-	271,569.69
Usec. Benjo Santos M. Benavidez ¹¹	67,738.65	7,189.83	5,000.00	-	79,928.48

ANNUAL COMPENSATION FROM INVESTEE COMPANIES - 2021					
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown
Pres./CEO Cecilia C. Borromeo	LBP Leasing & Finance Corporation	288,000.00	Per Diem: Board and Committee meetings	-	-
Pres./CEO Cecilia C. Borromeo	United Coconut Planters Bank	240,000.00	Per Diem: Board Meetings and Stockholders meeting	33,291.81	11,608.44 (reimbursed for month of November) 21,683.39 (reimbursed for the month of December)
Pres./CEO Cecilia C. Borromeo	Overseas Filipino Bank	36,000.00	Per Diem: Board and Committee meetings	-	-

¹ Term ended on October 8, 2021

² Assumed office on October 28, 2021

³ Includes 2020 reimbursable paid only this 2021 (66,000.00)

⁴ Includes 2020 reimbursable paid only this 2021 (62,369.49)

⁵ Includes 2020 reimbursable paid only this 2021 (21,378.88)

⁶ Includes 2020 reimbursable paid only this 2021 (8,220.30)

⁷ Includes 2020 reimbursable paid only this 2021 (9,921.63)

⁸ Includes 2020 reimbursable paid only this 2021 (21,840.11)

⁹ Includes 2020 reimbursable paid only this 2021 (56,867.00)

¹⁰ Includes 2020 reimbursable paid only this 2021 (48,950.71)

¹¹ Includes 2020 reimbursable paid only this 2021 (26,288.87)

