

LAND BANK OF THE PHILIPPINES

ANNUAL COMPENSATION FOR LBP DIRECTORS - 2020

GOCC 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 (Additional 20% on the Per Diem of the designated Chairman of each Committee)

Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Total
Sec. Carlos G. Dominguez	22	N/A	<ul style="list-style-type: none"> • Risk Oversight Committee • Trust Committee 	<ul style="list-style-type: none"> • 12 • 6^{/1} 	N/A	N/A
Pres./CEO Cecilia C. Borromeo	24	960,000.00	<ul style="list-style-type: none"> • Agri-Agra Social Concerns Committee • Trust Committee 	<ul style="list-style-type: none"> • 5 • 6 	288,000.00	1,248,000.00
Sec. William D. Dar	18	N/A	<ul style="list-style-type: none"> • Agri-Agra Social Concerns Committee • Risk Oversight Committee 	<ul style="list-style-type: none"> • 1 • 0 	N/A	N/A
Sec. Silvestre H. Bello III	20	N/A	<ul style="list-style-type: none"> • Corporate Governance Committee • Trust Committee 	<ul style="list-style-type: none"> • 0^{/2} • 4 	N/A	N/A
Sec. John R. Castriciones	22	N/A	<ul style="list-style-type: none"> • Agri-Agra Social Concerns Committee • Trust Committee 	<ul style="list-style-type: none"> • 4 • 6 	N/A	N/A
Dir. Nancy D. Irlanda	24 ^{/3}	920,000.00	<ul style="list-style-type: none"> • Trust Committee • Corporate Governance Committee • Related Party Transactions Committee • Risk Oversight Committee 	<ul style="list-style-type: none"> • 6 • 11 • 7 • 13 	614,400.00	1,534,400.00
Dir. Jesus V. Hinlo, Jr.	24	960,000.00	<ul style="list-style-type: none"> • Audit and Compliance Committee • Corporate Governance Committee • Related Party Transactions Committee • Risk Oversight Committee 	<ul style="list-style-type: none"> • 13 • 11 • 7 • 13 	633,600.00	1,593,600.00
Dir. Jaime L. Miralles	24	960,000.00	<ul style="list-style-type: none"> • Agri-Agra Social Concerns Committee • Audit and Compliance Committee • Related Party Transactions Committee • Risk Oversight Committee 	<ul style="list-style-type: none"> • 5 • 12 • 7 • 13 	633,600.00	1,593,600.00
Dir. Virgilio D. Robes	24	960,000.00	<ul style="list-style-type: none"> • Audit and Compliance Committee • Corporate Governance Committee • Agri-Agra Social Concerns Committee 	<ul style="list-style-type: none"> • 13 • 11 • 5 	552,000.00	1,512,000.00

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REIMBURSABLE EXPENSES FOR 2020 - 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	30,000.00	249,430.48	-	18,000.00	297,430.48
Pres. Cecilia C. Borromeo	-	-	-	-	-
Sec. William D. Dar	174,257.82	-	-	1,742.18	176,000.00
Sec. Silvestre H. Bello III	94,682.03	-	-	-	94,682.03
Sec. John R. Castriciones	54,029.21	-	-	-	54,029.21
Dir. Nancy D. Irlanda	125,916.44	-	-	-	125,916.44
Dir. Jesus V. Hinlo, Jr.	87,948.15	-	16,056.55	-	104,004.70
Dir. Jaime L. Miralles	107,923.72	-	-	-	107,923.72
Dir. Virgilio D. Robes	183,794.22	-	-	-	183,794.22
Alternate Members					
Treas. Rosalia V. De Leon	148,009.35	-	-	-	148,009.35
Usec. Luis Meinrado C. Pañgulayan	113,312.52	-	-	-	113,312.52
Usec. Francisco M. Villano	134,560.53	-	-	-	134,560.53
Usec. Benjo S. Benavidez ^{/4}	57,330.36	-	-	5,523.72	62,854.08
Usec. Claro A. Arellano ^{/5}	56,111.98	-	-	-	56,111.98

ANNUAL COMPENSATION FROM INVESTEE COMPANIES - 2020					
Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown
Pres./CEO Cecilia C. Borromeo	LBP Leasing & Finance Corporation	168,000.00	Per Diem: Board Meetings	-	-
Pres./CEO Cecilia C. Borromeo	Overseas Filipino Bank	180,000.00	Per Diem: Board Meetings	-	-

Includes 2019 reimbursable paid only in 2020

^{/1} Alternate Member for DOF Deputy Treas. Erwin Sta. Ana was on Official Business (OB) on Feb. 19 and June 19, 2020

^{/2} Sec. Silvestre H. Bello III was no longer a member of the Corporate Governance Committee effective February 26, 2020

^{/3} Dir. Nancy Irlanda was on OB (due to serious medical condition) on Nov. 11, 2021

^{/4} Assumed to office on Feb 17, 2020 vice Claro A. Arellano

^{/5} Term ended on February 16, 2020