

JOHN HAY MANAGEMENT CORPORATION

COMPENSATION FOR DIRECTORS FOR CY 2024

GOCC Class per EO 24:

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Per Diem for Board Meetings:

PhP 5,000.00 (for Directors)

PhP 6,000.00 (for Chairman)

Per Diem for Committee Meetings:

PhP 3,000.00

Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total
Eduardo B. Davalan	8	40,000.00	Member, Finance Committee	12	36,000.00	146,548.65	222,548.65
			Member, Nominations, Remunerations and Organizational Development Committee				
			Chairperson, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Ronaldo F. De Jesus	9	45,000.00	Member, Business Development Committee	8	24,000.00	103,671.68	172,671.68
			Member, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
			Member, Business Development Committee				
Catherine A. De la Rosa	15	75,000.00	Chairperson, Finance Committee	21	63,000.00	43,018.35	181,018.35
			Member, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
			Member, Business Development Committee				

Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total
Charito R. Dulay	5	25,000.00	Member, Finance Committee	8	24,000.00	45,298.33	94,298.33
			Chairperson, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
Oscar T. Fiel	9	45,000.00	Member, Business Development Committee	18	54,000.00	116,415.26	215,415.26
			Member, Governance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
Allan R. Garcia	9	45,000.00	Chairperson, Business Development Committee	10	30,000.00	28,724.60	103,724.60
			Member, Executive Committee				
			Member, Finance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Rufino G. Ibay Jr.	9	45,000.00	Chairperson, Executive Committee	11	33,000.00	115,369.05	193,369.05
			Chairperson, Finance Committee				
			Member, Governance Committee				
			Member, Risk Management Committee				

Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total
Gloria F. Peralta	9	45,000.00	Chairperson, Audit Committee	18	54,000.00	237,361.44	336,361.44
			Member, Governance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
Christian Paul L. Ulpindo	5	25,000.00	Member, Audit Committee	10	30,000.00	52,670.99	107,670.99
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
			Chairperson, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Junie E. Cua	13	65,000.00	Chairperson, Executive Committee	7	21,000.00	120,970.32	206,970.32
			Member, Finance Committee				
Ma. Cristina R. Corona	8	40,000.00	Member, Audit Committee	10	9,000.00	66,363.42	115,363.42
			Member, Governance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
Kristoffer Lee V. Dance	15	75,000.00	Member, Governance Committee	18	39,000.00	46,132.95	160,132.95
			Member, Risk Management Committee				
			Chairperson, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				

Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total
Carlix P. Donila	14	70,000.00	Chairperson, Audit Committee	26	18,000.00	135,670.18	223,670.18
			Member, Governance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
Jose Emmanuel P. Guillermo	15	75,000.00	Member, Audit Committee	28	48,000.00	189,071.11	312,071.11
			Member, Business Development Committee				
			Member, Finance Committee				
			Member, Risk Management Committee				
Rudolph Steve E. Jularbal	24	120,000.00	Member, Audit Committee	39	72,000.00	161,386.09	353,386.09
			Member, Business Development Committee				
			Member, Executive Committee				
			Member, Risk Management Committee				
Arthur J. Ledesma	16	80,000.00	Member, Business Development Committee	28	42,000.00	111,756.70	233,756.70
			Member, Finance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
			Chairperson, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				

Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total
Romeo C. Prestoza	16	80,000.00	Chairperson, Governance Committee	25	36,000.00	205,472.02	321,472.02
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Marlo Ignacio V. Quadra	23	115,000.00	Member, Audit Committee	28	72,000.00	181,239.83	368,239.83
			Member, Business Development Committee				
			Member, Finance Committee				
			Member, Governance Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Manjit T. Singh Reandi	18	90,000.00	Member, Audit Committee	28	48,000.00	123,197.18	261,197.18
			Chairperson, Business Development Committee				
			Member, Governance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
Arnel S. Tungbaban	15	75,000.00	Member, Finance Committee	21	18,000.00	246,400.10	339,400.10
			Member, Governance Committee				
			Chairperson, Nominations, Remunerations and Organizational Development Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				

REIMBURSABLE EXPENSES FOR CY 2024 (if applicable)

Name of Director	Reimbursable Expenses	Budget for the year	Breakdown (actual expenses)	Total (actual expense)
Eduardo B. Davalan	Transportation	300,000.00	44,515.55	146,548.65
	Representation		11,249.10	
	Communication		7,500.00	
	Travelling*		83,284.00	
Ronaldo F. De Jesus	Transportation	300,000.00	32,614.47	103,671.68
	Representation		3,547.21	
	Communication		9,010.00	
	Travelling*		58,500.00	
Catherine A. De la Rosa	Transportation	300,000.00	1,178.57	43,018.35
	Representation		7,142.78	
	Communication		16,297.00	
	Travelling*		18,400.00	
Charito R. Dulay	Transportation	300,000.00	4,900.00	45,298.33
	Representation		18,198.33	
	Communication		7,500.00	
	Travelling*		14,700.00	
Oscar T. Fiel	Transportation	300,000.00	12,617.00	116,415.26
	Representation		29,148.26	
	Communication		10,000.00	
	Travelling*		64,650.00	
Allan R. Garcia	Transportation	300,000.00	4,900.00	28,724.60
	Representation		424.60	
	Communication		0.00	
	Travelling*		23,400.00	
Rufino G. Ibay Jr.	Transportation	300,000.00	9,950.00	115,369.05
	Representation		34,819.05	
	Communication		0.00	
	Travelling*		70,600.00	
Gloria F. Peralta	Transportation	300,000.00	71,832.57	237,361.44
	Representation		47,091.87	
	Communication		9,999.00	
	Travelling*		108,438.00	

NOTE:

Dir. Davalan resides in Baguio City

Dir. De Jesus resides in Pampanga

Dir. De la Rosa resides in Baguio City

Dir. Dulay resides in Baguio City

Dir. Fiel resides in Quezon City

Pres. Garcia resides in Baguio City

Dir. Ibay resides in Quezon City

Dir. Peralta resides in Laoag City, Ilocos Norte

Name of Director	Reimbursable Expenses	Budget for the year	Breakdown (actual expenses)	Total (actual expense)
Christian Paul L. Ulpindo	Transportation	300,000.00	6,300.00	52,670.99
	Representation		32,070.99	
	Communication		7,500.00	
	Travelling*		6,800.00	
Junie E. Cua	Transportation	300,000.00	28,863.17	120,970.32
	Representation		24,740.00	
	Communication		0.00	
	Travelling*		67,367.15	
Ma. Cristina R. Corona	Transportation	300,000.00	30,145.52	66,363.42
	Representation		16,536.42	
	Communication		3,381.48	
	Travelling*		16,300.00	
Kristoffer Lee V. Dance	Transportation	300,000.00	29,467.50	46,132.95
	Representation		10,210.00	
	Communication		6,455.45	
	Travelling*		0.00	
Carlix P. Donila	Transportation	300,000.00	27,736.52	135,670.18
	Representation		29,155.19	
	Communication		1,990.60	
	Travelling*		76,787.87	
Jose Emmanuel P. Guillermo	Transportation	300,000.00	96,596.72	189,071.11
	Representation		23,693.68	
	Communication		4,299.00	
	Travelling*		64,481.71	
Rudolph Steve E. Jularbal	Transportation	300,000.00	19,048.43	161,386.09
	Representation		26,817.55	
	Communication		14,000.00	
	Travelling*		101,520.11	
Arthur J. Ledesma	Transportation	300,000.00	50,678.89	111,756.70
	Representation		49,177.81	
	Communication		0.00	
	Travelling*		11,900.00	

NOTE:

Dir. Ulpindo resides in Baguio City

Chairperson Cua resides in Quirino Province

Dir. Corona resides in Taguig City

Dir. Dance resides in Baguio City

Dir. Donila resides in Quezon City

Dir. Guillermo resides in Quezon City

Vice-Chairperson Jularbal resides in Quezon City

Dir. Ledesma resides in Parañaque City

Name of Director	Reimbursable Expenses	Budget for the year	Breakdown (actual expenses)	Total (actual expense)
Romeo C. Prestoza	Transportation	300,000.00	62,873.20	205,472.02
	Representation		20,368.10	
	Communication		0.00	
	Travelling*		122,230.72	
Marlo Ignacio V. Quadra	Transportation	300,000.00	69,684.55	181,239.83
	Representation		48,989.08	
	Communication		12,500.00	
	Travelling*		50,066.20	
Manjit T. Singh Reandi	Transportation	300,000.00	23,308.20	123,197.18
	Representation		11,338.98	
	Communication		0.00	
	Travelling*		88,550.00	
Arnel S. Tungbaban	Transportation	300,000.00	50,099.58	246,400.10
	Representation		68,902.52	
	Communication		0.00	
	Travelling*		127,398.00	

NOTE:

Dir. Prestoza resides in Taguig City

Pres. Quadra resides in Baguio City

Dir. Singh Reandi resides in Quezon City

Dir. Tungbaban resides in Ilocos Sur

NOTE 1: Maximum Budget for the year

Transportation, Representation, and Communication per month per Director	25,000.00
*Travelling for the Board for the year (lump-sum)	1,500,000.00

Note 2: Board and Committee Meetings are held in Baguio (JHMC Office) and in Manila alternatively, for facilitation coordination and decision making

Note 3: Board Members arrive for Board Meetings by air or land transport, as necessary, from their respective places of residence

Note 4: Some Board Members directly represent the Corporation, pro bono, in legal proceedings and in client meetings relative to marketing, finance and investments