

**Republic of the Philippines
Office of the President**

JHMC

JOHN HAY MANAGEMENT CORPORATION
a member of **The BCDA Group**

**NOMINATIONS,
REMUNERATIONS AND
ORGANIZATIONAL
DEVELOPMENT COMMITTEE**

REPORT

CY 2024

I. JHMC Board Nominations, Remunerations and Organizational Development Committee

The Nominations, Remunerations and Organizational Development Committee is composed of the following members:

Chairperson: Charito R. Dulay (01 Jan to 07 April 2024)
Manjit T. Singh Reandi (08 April to 07 June 2024)
Arnel S. Tungbaban (08 June to 31 December 2024)

Members: Eduardo B. Davalan (01 Jan to 05 May 2024)
Oscar T. Fiel (01 Jan to 19 May 2024)
Allan R. Garcia (01 Jan to 06 June 2024)
Gloria F. Peralta (01 Jan to 19 May 2024)
Christian Paul L. Ulpindo (01 Jan to 20 March 2024)
Carlix P. Donila (21 May to 16 September 2024)
Arthur J. Ledesma (21 May to 31 December 2024)
Romeo C. Prestoza (21 May to 31 December 2024)
Arnel S. Tungbaban (21 May to 07 June 2024)
Manjit T. Singh Reandi (30 July to 31 December 2024)
Ma. Cristina R. Corona (17 September to 31 December 2024)

II. Committee Members' Responsibilities

The Committee shall consist of at least three (3) members of the Board. It shall be responsible for the following:

1. Establishing formal and transparent procedures for the development of policies on remuneration or determination of remuneration levels for individual directors and officers depending on the particular needs of the corporation.
2. Periodically reviewing and evaluating the table of organization and ensuring that it is aligned with the mission and vision of the corporation.
3. Evaluating regularly the needs for organizational growth and ensuring that compensation packages are equitable and competitive to corporations in the same industry.
4. Installing and maintaining a process to ensure that Officers to be nominated or appointed shall have the qualifications and none of the disqualifications mandated under the laws, rules, and regulations.
5. Reviewing and evaluating the qualifications of all persons nominated to positions in the GOCC which require appointment by the Board.
6. Recommending to the GCG nominees for the shortlist in line with the GOCCs and its subsidiaries' Board composition and succession plan.

7. Developing recommendations to the GGG for updating the CPCS and ensuring that the same continues to be consistent with the GOCCs culture, strategy, control environment, as well as the pertinent laws, rules, and regulations.

III. Accomplishments

For CY 2024, the Nominations, Remunerations and Organizational Development Committee achieved the following:

1. Reviewed and approved the Nominations, Remunerations and Organizational Development Committee Annual Report for CY 2023.
2. Reviewed the Proposed JHMC Reorganization, Table of Organization, and Staffing Pattern.
3. Reviewed and recommended the amendments to several JHMC Personnel Policies to the Board for approval.

IV. Meetings

The Committee held fourteen (14) meetings in 2024 as follows:

No.	Date of Meetings
1.	29 January 2024
2.	12 February 2024
3.	27 February 2024
4.	21 March 2024
5.	22 April 2024
6.	06 May 2024
7.	20 May 2024
8.	08 July 2024
9.	29 July 2024
10.	14 October 2024
11.	11 November 2024
12.	25 November 2024
13.	09 December 2024
14.	16 December 2024

V. Attendance Record of the Members

The Attendance Record of the Members of the Nominations, Remunerations and Organizational Development Committee for CY 2023 is as follows:

Members	Date of Meetings				
	29-Jan	12-Feb	27-Feb	21-Mar	22-Apr
Charito R. Dulay	P	P	P	P	
Manjit T. Singh Reandi	NA	NA	NA	NA	P
Arnel S. Tungbaban	NA	NA	NA	NA	
Eduardo B. Davalan	P	P	P	P	P
Oscar T. Fiel	P	P	P	P	P
Allan R. Garcia	P	P	P	P	P
Gloria F. Peralta	P	P	P	P	P
Christian Paul L. Ulpindo	P	P	P	NA	NA
Carlix P. Donila	NA	NA	NA	NA	NA
Arthur J. Ledesma	NA	NA	NA	NA	NA
Romeo C. Prestoza	NA	NA	NA	NA	NA
Ma. Cristina R. Corona	NA	NA	NA	NA	NA

Members	Date of Meetings				
	6-May	20-May	8-Jul	29-Jul	14-Oct
Charito R. Dulay	NA	NA	NA	NA	NA
Manjit T. Singh Reandi	P	P	NA	NA	NA
Arnel S. Tungbaban	NA	NA	P	P	P
Eduardo B. Davalan	NA	NA	NA	NA	NA
Oscar T. Fiel	P	NA	NA	NA	NA
Allan R. Garcia	P	P	NA	NA	NA
Gloria F. Peralta	P	NA	NA	NA	NA
Christian Paul L. Ulpindo	NA	NA	NA	NA	NA
Carlix P. Donila	NA	NA	P	P	
Arthur J. Ledesma	NA	NA	P	P	P
Romeo C. Prestoza	NA	NA	P	P	P
Ma. Cristina R. Corona	NA	NA	NA	NA	P

Members	Date of Meetings				
	11-Nov	25-Nov	9-Dec	16-Dec	
Charito R. Dulay	NA	NA	NA	NA	
Manjit T. Singh Reandi	NA	NA	NA	NA	
Arnel S. Tungbaban	P	P	P	P	
Eduardo B. Davalan	NA	NA	NA	NA	
Oscar T. Fiel	NA	NA	NA	NA	

Allan R. Garcia	NA	NA	NA	NA	
Gloria F. Peralta	NA	NA	NA	NA	
Christian Paul L. Ulpindo	NA	NA	NA	NA	
Carlif P. Donila	NA	NA	NA	NA	
Arthur J. Ledesma	P	P	P	P	
Romeo C. Prestoza	P	P	P	P	
Ma. Cristina R. Corona	P	P	P	P	

Legend:

P - present

A - absent

EA - excused absence (on official business)

NA - not applicable (the Director is no longer or not yet a Member of the Committee)