

LBP LEASING and FINANCE CORPORATION
as of December 31, 2023
(All Amounts in Php)

COMPENSATION FOR OFFICERS										
		Basic Salary per Annum		Benefits per Annum		TCF per Annum		No of Officers	Position TCF	
Position/Title	Job Grade	Min (Step1)	Max (Step 8)	Min	Max	Min	Max		Min	Max
President	17	2,270,388.00	2,542,824.00	1,088,997.50	1,145,755.00	3,359,385.50	3,688,579.00	1	3,359,385.50	3,688,579.00
Executive Vice President*	16	2,009,184.00	2,250,300.00	974,580.00	1,024,812.50	2,983,764.00	3,275,112.50	0	-	-
Vice President	15/14	1,778,052.00	1,991,412.00	842,427.50	886,877.50	2,620,479.50	2,878,289.50	4	10,481,918.00	11,513,158.00
Assistant Vice President	13	1,232,280.00	1,559,568.00	716,725.00	784,910.00	1,949,005.00	2,344,478.00	1	1,949,005.00	2,344,478.00
Senior Manager	12	960,036.00	1,210,656.00	408,007.50	460,220.00	1,368,043.50	1,670,876.00	1	1,368,043.50	1,670,876.00
Manager	12	960,036.00	1,210,656.00	396,007.50	448,220.00	1,356,043.50	1,658,876.00	1	1,356,043.50	1,658,876.00
Assistant Manager	12	960,036.00	1,210,656.00	384,007.50	436,220.00	1,344,043.50	1,646,876.00	5	6,720,217.50	8,234,380.00

LIST OF BENEFITS			
Name of Benefit/Allowance	Amount per Officer	Coverage	Legal Basis
Transportation Allowance	Varies according to rank	Monthly	Executive Order No. 150, s. 2021
Representation Allowance	Varies according to rank	Monthly	Executive Order No. 150, s. 2021
Personal Economic Relief Allowance (PERA)	2,000.00	Monthly	Executive Order No. 150, s. 2021
Uniform Allowance	6,000.00	Annual for all employees	Executive Order No. 150, s. 2021
Functioning as oic	1 month basic salary	Annual for all employees	Executive Order No. 150, s. 2021
Cash Gift	5,000.00	Annual for all employees	Executive Order No. 150, s. 2021
Year-end Bonus	1 month basic salary	Annual for all employees	Executive Order No. 150, s. 2021
Mid-year Bonus	1 month basic salary	Annual for all employees	Executive Order No. 150, s. 2021
Productivity Enhancement Incentive	5,000.00	Annual for all employees	Executive Order No. 150, s. 2021
Performance-Based Bonus	Depends on Performance Ranking	Annual for all employees	Executive Order No. 150, s. 2021

REIMBURSABLE EXPENSES (EME)		
Position	Ceiling per Month	Mode of Payment
President	30,000.00	Reimbursable supported by Official Receipts
Executive Vice President	20,000.00	
Vice President	15,000.00	
Assistant Vice President	5,000.00	

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(All Amounts in Php)

COMPENSATION FOR DIRECTORS		
	Chairman	Member
GOCC Class per EO 24: C		
Per Diem for Board Meetings:	18,000.00	15,000.00
Per Diem for Committee Meetings:	9,000.00	9,000.00

Name of Director	Head Count	BOD Meetings Attended CY 2023	Total BOD Per Diems CY 2023	Committee Membership	Committee Meetings Attended CY 2023	Total Committee Per Diems CY 2023	Reimbursements	Grand Total CY 2023
Cecilia C. Borromeo	1	4	72,000.00	ExCom	5	45,000.00	86,000.00	230,000.00
				Governance	3	27,000.00		
Michael P. Arañas	2	16	240,000.00	ExCom	13	117,000.00	-	357,000.00
				ExCom	13	117,000.00		
Roberto U. Teo	3	16	240,000.00	Governance	7	63,000.00	48,126.47	468,126.47
				ExCom	13	117,000.00		
Fritz M. Salazar	4	16	240,000.00	RPT	7	63,000.00	264,000.00	684,000.00
				ExCom	13	117,000.00		
Conrado S. Miñano, Jr.	5	16	240,000.00	RPT	5	45,000.00	264,000.00	684,000.00
				Governance	2	18,000.00		
				Governance	7	63,000.00		
Leticia V. Damasco	6	16	240,000.00	Risk	9	81,000.00	264,000.00	657,000.00
				Audit	1	9,000.00		
				Risk	2	18,000.00		
Virgilio M. Sangutan	7	16	240,000.00	Audit	8	72,000.00	254,238.68	647,238.68
				RPT	7	63,000.00		
				Governance	5	45,000.00		
Nanziancino M. Dilay	8	16	240,000.00	Audit	8	72,000.00	264,000.00	657,000.00
				RPT	2	18,000.00		
				Risk	2	18,000.00		
				ExCom	4	36,000.00		
Edgar Crisanto R. Violan	9	16	240,000.00	Governance	7	63,000.00	264,000.00	657,000.00
				Risk	6	54,000.00		
				RPT	2	18,000.00		
				Audit	8	72,000.00	262,486.77	673,486.77
				Risk	9	81,000.00		
Atty. Reo S. Andarino	Corp. Sec.	16	144,000.00	N.A.	N.A.	N.A.	N.A.	144,000.00

COMPENSATION FROM INVESTEE COMPANIES *(if applicable)*

Name of Director	Investee Company	Total Compensation Received	Breakdown	Total Reimbursed Expenses	Breakdown
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.