

LBP LEASING and FINANCE CORPORATION
as of December 31, 2025
(All Amounts in Php)

COMPENSATION FOR OFFICERS												
Position/Title	Pay Grade	Basic Salary per Annum		Benefits per Annum		TCF per Annum		2025 PBB Actual		No of Officers	Position TCF	
		Min (Step1)	Max (Step 8)	Min	Max	Min	Max	Min	Max		Min	Max
President	27	2,618,844.00	2,901,096.00	1,084,474.00	1,131,516.00	3,703,318.00	4,032,612.00	-	-	1	3,703,318.00	4,032,612.00
Executive Vice President*	26	2,334,840.00	2,585,628.00	905,140.00	946,938.00	3,239,980.00	3,532,566.00	-	-	0	-	-
Vice President	24	1,862,604.00	2,059,044.00	754,434.00	787,174.00	2,617,038.00	2,846,218.00	-	-	4	10,468,152.00	11,384,872.00
Assistant Vice President	23	1,458,708.00	1,619,868.00	716,725.00	784,910.00	2,175,433.00	2,404,778.00	-	-	2	4,350,866.00	4,809,556.00
Senior Manager	22	1,284,264.00	1,424,628.00	408,007.50	460,220.00	1,692,271.50	1,884,848.00	-	-	0	-	-
Manager	21	1,143,552.00	1,263,696.00	396,007.50	448,220.00	1,539,559.50	1,711,916.00	-	-	1	1,539,559.50	1,711,916.00
Assistant Manager	21	1,143,552.00	1,263,696.00	384,007.50	436,220.00	1,527,559.50	1,699,916.00	-	-	7	10,692,916.50	11,899,412.00

LIST OF BENEFITS			
Name of Benefit/Allowance	Amount per Officer	Coverage	Legal Basis
Transportation Allowance	Varies according to rank	Monthly	Executive Order No. 95, s. 2025
Representation Allowance	Varies according to rank	Monthly	Executive Order No. 95, s. 2025
Personal Economic Relief Allowance (PERA)	2,000.00	Monthly	Executive Order No. 95, s. 2025
Uniform Allowance	7,000.00	Annual for all employees	Executive Order No. 95, s. 2025
Cash Gift	5,000.00	Annual for all employees	Executive Order No. 95, s. 2025
Year-end Bonus	1 month basic salary	Annual for all employees	Executive Order No. 95, s. 2025
Mid-year Bonus	1 month basic salary	Annual for all employees	Executive Order No. 95, s. 2025
Productivity Enhancement Incentive	5,000.00	Annual for all employees	Executive Order No. 95, s. 2025
Performance-Based Bonus	Depends on Performance Ranking	Annual for all employees	Executive Order No. 95, s. 2025
Medical Allowance	7,000.00	Annual for all employees	Executive Order No. 95, s. 2025

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	

LBP LEASING and FINANCE CORPORATION
as of December 31, 2025
(All Amounts in Php)

COMPENSATION FOR DIRECTORS		
	Chairman	Member
GOC 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 2025	Total BOD Per Diems CY 2025	Committee Membership	Committee Meetings Attended CY 2025	Total Committee Per Diems CY 2025	Reimbursements	Grand Total CY 2025
Roberto U. Teo	1	18	324,000.00	ExCom Governance	13 9	117,000.00 81,000.00	159,989.58	681,989.58
Michael P. Arañas	2	18	270,000.00	ExCom	13	117,000.00	-	387,000.00
Fritz M. Salazar	3	10	150,000.00	ExCom RPT	7 5	63,000.00 45,000.00	175,000.00	433,000.00
Conrado S. Miñano, Jr.	4	18	270,000.00	ExCom Governance	13 9	117,000.00 81,000.00	277,989.46	745,989.46
Leticia V. Damasco	5	18	270,000.00	Governance Risk Audit	9 8 7	81,000.00 72,000.00 63,000.00	391,005.49	877,005.49
Virgilio M. Sangutan	6	18	270,000.00	Risk Audit RPT	8 8 8	72,000.00 72,000.00 72,000.00	300,000.00	786,000.00
Nanziancino M. Dilay	7	18	270,000.00	Audit RPT Risk	8 8 8	72,000.00 72,000.00 72,000.00	275,000.00	761,000.00
Edgar Crisanto R. Violan	8	18	270,000.00	ExCom Governance	13 9	117,000.00 81,000.00	275,244.00	743,244.00
Alvin I. Kong	9	18	270,000.00	RPT Audit Risk	8 8 8	72,000.00 72,000.00 72,000.00	305,157.27	791,157.27
Adrian Alexander M. Romualdez	10	7	105,000.00	Risk Audit RPT	1 2 2	9,000.00 18,000.00 18,000.00	75,000.00	225,000.00
Raul B. Vivas	11	8	120,000.00	Audit RPT	2 1	18,000.00 9,000.00	98,789.98	245,789.98
Atty. Maximilian King Z. Fernandez*	Corp. Sec.	6	54,000.00	N.A.	N.A.	N.A.	N.A.	54,000.00

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.