

# JOHN HAY MANAGEMENT CORPORATION

## COMPENSATION FOR DIRECTORS FOR CY 2023

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 3,000.000

Name of Director	BOD Meetings Attended	Total BOD Per Diems	Committee Membership	Committee Meetings Attended	Total Committee Per Diems	Reimbursements	Total
Eduardo B. Davalan	24	120,000.00	Member, Finance Committee	33	72,000.00	221,265.04	413,265.04
			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	24	120,000.00	Member, Business Development Committee	26	72,000.00	246,072.90	438,072.90
			Member, Risk Management Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Catherine A. De la Rosa	24	120,000.00	Member, Business Development Committee	26	72,000.00	140,309.11	332,309.11
			Member, 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
Charito R. Dulay	24	120,000.00	Member, Finance Committee	32	72,000.00	266,367.68	458,367.68
			Chairperson, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
Alejandro F. Fernandez	18	90,000.00	Member, Audit Committee	25	72,000.00	258,608.17	420,608.17
			Member, Business Development Committee				
			Chairperson, Governance Committee				
			Member, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Oscar T. Fiel	24	120,000.00	Member, Business Development Committee	37	72,000.00	405,527.50	597,527.50
			Chairperson, Governance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
Allan R. Garcia	24	120,000.00	Chairperson, Business Development Committee	29	72,000.00	80,809.60	272,809.60
			Member, Executive Committee				
			Member, Finance Committee				
			Member, Nominations, Remunerations and Organizational Development 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
Rufino G. Ibay Jr.	24	144,000.00	Chairperson, Executive Committee	36	72,000.00	375,692.98	591,692.98
			Chairperson, Finance Committee				
			Member, Governance Committee				
			Member, Risk Management Committee				
Rudolph Steve E. Jularbal	24	120,000.00	Member, Audit Committee	37	72,000.00	100,134.45	292,134.45
			Member, Business Development Committee				
			Member, Executive Committee				
			Member, Risk Management Committee				
Gloria F. Peralta	24	120,000.00	Chairperson, Audit Committee	39	72,000.00	475,339.98	667,339.98
			Member, Governance Committee				
			Member, Nominations, Remunerations and Organizational Development Committee				
			Member, Risk Management Committee				
Marlo Ignacio V. Quadra	5	25,000.00	Member, Audit Committee	5	0.00	13,000.00	38,000.00
			Member, Business Development Committee				
			Chairperson, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				
Christian Paul L. Ulpindo	24	120,000.00	Member, Audit Committee	20	60,000.00	228,734.67	408,734.67
			Member, Nominations, Remunerations and Organizational Development Committee				
			Chairperson, Special Committee of the CJHDevCo Concerns and 19 Conditionalities				

**REIMBURSABLE EXPENSES FOR CY 2023 (if applicable)**

Name of Director	Reimbursable Expenses	Budget for the year	Breakdown (actual expenses)	Total (actual expense)
Eduardo B. Davalan	Transportation	240,000.00	48,823.44	221,265.04
	Representation			
	Communication	30,000.00	17,500.00	
	Travelling*		154,941.60	
Ronaldo F. De Jesus	Transportation	240,000.00	96,623.90	246,072.90
	Representation			
	Communication	30,000.00	11,994.00	
	Travelling*		137,455.00	
Catherine A. De la Rosa	Transportation	240,000.00	50,903.52	140,309.11
	Representation			
	Communication	30,000.00	22,500.00	
	Travelling*		66,905.59	
Charito R. Dulay	Transportation	240,000.00	93,459.63	266,367.68
	Representation			
	Communication	30,000.00	17,500.00	
	Travelling*		155,408.05	
Alejandro F. Fernandez	Transportation	240,000.00	128,474.17	258,608.17
	Representation			
	Communication	30,000.00	22,500.00	
	Travelling*		107,634.00	
Oscar T. Fiel	Transportation	240,000.00	192,858.04	405,527.50
	Representation			
	Communication	30,000.00	24,599.01	
	Travelling*		188,070.45	
Allan R. Garcia	Transportation	240,000.00	80,809.60	80,809.60
	Representation			
	Communication	30,000.00	0.00	
	Travelling*		0.00	
Rufino G. Ibay Jr.	Transportation	240,000.00	205,277.97	375,692.98
	Representation			
	Communication	30,000.00	3,660.00	
	Travelling*		166,755.01	

**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. Fernandez resides in Tarlac City

Dir. Fiel resides in Quezon City

Pres. Garcia resides in Baguio City

Dir. Ibay resides in Quezon City

Name of Director	Reimbursable Expenses	Budget for the year	Breakdown (actual expenses)	Total (actual expense)
Rudolph Steve E. Jularbal	Transportation	240,000.00	30,937.79	100,134.45
	Representation			
	Communication	30,000.00	18,756.14	
	Travelling*		50,440.52	
Gloria F. Peralta	Transportation	240,000.00	151,058.06	475,339.98
	Representation			
	Communication	30,000.00	27,470.00	
	Travelling*		296,811.92	
Marlo Ignacio V. Quadra	Transportation	240,000.00	0.00	13,000.00
	Representation			
	Communication	30,000.00	0.00	
	Travelling*		13,000.00	
Christian Paul L. Ulpindo	Transportation	240,000.00	145,789.67	228,734.67
	Representation			
	Communication	30,000.00	25,000.00	
	Travelling*		57,945.00	

**NOTE:**

Dir. Jularbal resides in Quezon City

Dir. Peralta resides in Laoag City, Ilocos Norte

Dir. Quadra resides in Baguio City

Dir. Ulpindo resides in Baguio City

**NOTE 1: Maximum Budget for the year**

Transportation and Representation per month per Director	20,000.00
Communication per month per Director	2,500.00
*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**