

D. REMUNERATION MATTERS

1) Remuneration Process

Disclose the process used for determining the remuneration of the CEO and the four (4) most highly compensated management officers:

| Process | CEO | Top 4 Highest Paid Management Officers |
|---|--|--|
| (1) Fixed remuneration | Monthly Salary and Allowances | Monthly Salary and Allowances |
| (2) Variable remuneration | Not applicable | Not applicable |
| (3) Per diem allowance | Every Board meeting | Every Board meeting, if director |
| (4) Bonus | Performance, Midyear and Christmas Bonuses | Performance, Midyear and Christmas Bonuses |
| (5) Stock Options and other financial instruments | Not applicable | Not applicable |
| (6) Others (specify) | Not applicable | Not applicable |

2) Remuneration Policy and Structure for Executive and Non-Executive Directors

Disclose the company’s policy on remuneration and the structure of its compensation package. Explain how the compensation of Executive and Non-Executive Directors is calculated.

| | Remuneration Policy | Structure of Compensation Packages | How Compensation is Calculated |
|-------------------------|--|---|---|
| Executive Directors | Fixed Remuneration, Bonuses and Per diems allowances | Monthly Salary and Allowances, Bonuses, Per diems | Based on the established company salary structure |
| Non-Executive Directors | Per diems, allowances, Christmas Bonus | Directors’ Fee | Amount of Per diem allowance and Christmas bonus were set and approved by the Board and ratified by the stockholders in the annual meeting. |

Do stockholders have the opportunity to approve the decision on total remuneration (fees, allowances, benefits-in-kind and other emoluments) of board of directors? Provide details for the last three (3) years.

| Remuneration Scheme | Date of Stockholders’ Approval |
|---------------------|--------------------------------|
| N/A | N/A |

3) Aggregate Remuneration

Complete the following table on the aggregate remuneration accrued during the most recent year:

| Remuneration Item | Executive Directors | Non-Executive Directors (other than independent directors) | Independent Directors |
|--|---------------------|--|-----------------------|
| (a) Fixed Remuneration | ₱3,517,156.74 | N/A | N/A |
| (b) Variable Remuneration | N/A | N/A | N/A |
| (c) Per diem Allowance | ₱1,980,000.00 | ₱2,640,000.00 | ₱1,320,000.00 |
| (d) Bonuses | ₱1,749,134.04 | ₱1,000,000.00 | ₱500,000.00 |
| (e) Stock Options and/or other financial instruments | N/A | N/A | N/A |
| (f) Others (Specify) | N/A | N/A | N/A |
| Total | | | |

| Other Benefits | Executive Directors | Non-Executive Director (other than independent directors) | Independent Directors |
|---|---------------------|---|-----------------------|
| 1) Advances | None | None | None |
| 2) Credit granted | None | None | None |
| 3) Pension Plan/s Contributions | None | None | None |
| (d) Pension Plans, Obligations incurred | None | None | None |
| (e) Life Insurance Premium | None | None | None |
| (f) Hospitalization Plan | None | None | None |
| (g) Car Plan | None | None | None |
| (h) Others (Specify) | None | None | None |
| Total | - | - | - |

4) Stock Rights, Options and Warrants

(a) Board of Directors

Complete the following table, on the members of the company's Board of Directors who own or are entitled to stock rights, options or warrants over the company's shares:

| Director's Name | Number of Direct Option/Rights/Warrants | Number of Indirect Option/Rights/Warrants | Number of Equivalent Shares | Total % from Capital Stock |
|---|---|---|-----------------------------|----------------------------|
| No member of the Board of Directors owns or is entitled to stock rights, options or warrants over the | Not applicable | Not applicable | Not applicable | Not applicable |

| | | | | |
|-----------------|--|--|--|--|
| company's share | | | | |
|-----------------|--|--|--|--|

(b) Amendments of Incentive Programs

Indicate any amendments and discontinuation of any incentive programs introduced, including the criteria used in the creation of the program. Disclose whether these are subject to approval during the Annual Stockholders' Meeting:

| Incentive Program | Amendments | Date of Stockholders' Approval |
|--|----------------|--------------------------------|
| Not applicable. No incentive programs exist for Board of Directors, etc. | Not applicable | Not applicable |

5) Remuneration of Management

Identify the five (5) members of management who are not at the same time executive directors and indicate the total remuneration received during the financial year:

| Name of Officer/Position | Total Remuneration |
|--------------------------|--------------------|
| Dr. Teresa R. Perez | ₱2,101,001.57 |
| Dr. Erna V. Yabut | ₱2,011,442.04 |
| Dr. Flordeliza Anastacio | ₱1,626,544.00 |
| Dr. Olivia Limuaco | ₱1,823,790.00 |
| Dr. Carlito B. Olaer | ₱1,873,201.90 |