

Table 1 : Compensation for Key Officers as of December 31, 2025 (page 1)

Position/Title	Job Grade / Job Level	Basic Salary				Particulars	Benefits				TCF		PBB*		No. of Officers	Position TCF**	
		Minimum		Maximum			Minimum		Maximum		Annual		Annual			Annual	
		Monthly	Annual	Monthly	Annual		Monthly	Annual	Monthly	Annual	Minimum	Maximum	Minimum	Maximum		Minimum	Maximum
CHAIRMAN AND CEO	JG 20	588,458.00	7,061,496.00	735,572.00	8,826,864.00	REP. ALLOWANCE	110,000.00	1,320,000.00	110,000.00	1,320,000.00					1		
						PERA	2,000.00	24,000.00	2,000.00	24,000.00							
						MID-YEAR BONUS		588,458.00		735,572.00							
						YEAR-END BONUS		588,458.00		735,572.00							
						CASH GIFT		5,000.00		5,000.00							
						PEI		5,000.00		5,000.00							
TOTAL		588,458.00	7,061,496.00	735,572.00	8,826,864.00		112,000.00	2,530,916.00	112,000.00	2,825,144.00	9,592,412.00	11,652,008.00	-		1	9,592,412.00	11,652,008.00
PRESIDENT AND COO	JG 19	467,587.00	5,611,044.00	584,484.00	7,013,808.00	REP. ALLOWANCE	90,000.00	1,080,000.00	90,000.00	1,080,000.00					1		
						PERA	2,000.00	24,000.00	2,000.00	24,000.00							
						MID-YEAR BONUS		467,587.00		584,484.00							
						YEAR-END BONUS		467,587.00		584,484.00							
						CASH GIFT		5,000.00		5,000.00							
						PEI		5,000.00		5,000.00							
TOTAL		467,587.00	5,611,044.00	584,484.00	7,013,808.00		92,000.00	2,049,174.00	92,000.00	2,282,968.00	7,660,218.00	9,296,776.00	-		1	7,660,218.00	9,296,776.00
CHIEF OF STAFF	JG 18	379,320.00	4,551,840.00	455,184.00	5,462,208.00	REP. ALLOWANCE	31,500.00	378,000.00	31,500.00	378,000.00					2		
						PERA	2,000.00	24,000.00	2,000.00	24,000.00							
						MID-YEAR BONUS		379,320.00		455,184.00							
						YEAR-END BONUS		379,320.00		455,184.00							
						CASH GIFT		5,000.00		5,000.00							
						PEI		5,000.00		5,000.00							
TOTAL		379,320.00	4,551,840.00	455,184.00	5,462,208.00		33,500.00	1,170,640.00	33,500.00	1,322,368.00	5,722,480.00	6,784,576.00	-		2	5,722,480.00	6,784,576.00
SENIOR VICE PRESIDENT	JG 18	379,320.00	4,551,840.00	455,184.00	5,462,208.00	REP. ALLOWANCE	85,000.00	1,020,000.00	85,000.00	1,020,000.00					2		
						PERA	2,000.00	24,000.00	2,000.00	24,000.00							
						MID-YEAR BONUS		379,320.00		455,184.00							
						YEAR-END BONUS		379,320.00		455,184.00							
						CASH GIFT		5,000.00		5,000.00							
						PEI		5,000.00		5,000.00							
TOTAL		379,320.00	4,551,840.00	455,184.00	5,462,208.00		87,000.00	1,812,640.00	87,000.00	1,964,368.00	6,364,480.00	7,426,576.00	-		2	6,364,480.00	7,426,576.00
SPECIAL ASST. TO THE CEO	JG 17	302,428.00	3,629,136.00	378,036.00	4,536,432.00	REP. ALLOWANCE	27,500.00	330,000.00	27,500.00	330,000.00					1		
						PERA	2,000.00	24,000.00	2,000.00	24,000.00							
						MID-YEAR BONUS		302,428.00		378,036.00							
						YEAR-END BONUS		302,428.00		378,036.00							
						CASH GIFT		5,000.00		5,000.00							
						PEI		5,000.00		5,000.00							
TOTAL		302,428.00	3,629,136.00	378,036.00	4,536,432.00		29,500.00	968,856.00	29,500.00	1,120,072.00	4,597,992.00	5,656,504.00	-		1	4,597,992.00	5,656,504.00

Table 1 : Compensation for Key Officers as of December 31, 2025 (page 2)

Position/Title	Job Grade / Job Level	Basic Salary				Particulars	Benefits				TCF		PBB*		No. of Officers	Position TCF**	
		Minimum		Maximum			Minimum		Maximum		Annual		Annual			Annual	
		Monthly	Annual	Monthly	Annual		Monthly	Annual	Monthly	Annual	Minimum	Maximum	Minimum	Maximum		Minimum	Maximum
GENERAL MANAGER II	JG 18	379,320.00	4,551,840.00	455,184.00	5,462,208.00	REP. ALLOWANCE	80,000.00	960,000.00	80,000.00	960,000.00					3		
						PERA	2,000.00	24,000.00	2,000.00	24,000.00							
						MID-YEAR BONUS		379,320.00		455,184.00							
						YEAR-END BONUS		379,320.00		455,184.00							
						CASH GIFT		5,000.00		5,000.00							
						PEI		5,000.00		5,000.00							
TOTAL		379,320.00	4,551,840.00	455,184.00	5,462,208.00		82,000.00	1,752,640.00	82,000.00	1,904,368.00	6,304,480.00	7,366,576.00	-		3	6,304,480.00	7,366,576.00
ACTING GENERAL MANAGER	JG 17	302,428.00	3,629,136.00	378,036.00	4,536,432.00	REP. ALLOWANCE	75,000.00	900,000.00	75,000.00	900,000.00					1		
						PERA	2,000.00	24,000.00	2,000.00	24,000.00							
						MID-YEAR BONUS		302,428.00		378,036.00							
						YEAR-END BONUS		302,428.00		378,036.00							
						CASH GIFT		5,000.00		5,000.00							
						PEI		5,000.00		5,000.00							
TOTAL		302,428.00	3,629,136.00	378,036.00	4,536,432.00		77,000.00	1,538,856.00	77,000.00	1,690,072.00	5,167,992.00	6,226,504.00	-		1	5,167,992.00	6,226,504.00
BRANCH MANAGER I / II	JG 17	302,428.00	3,629,136.00	378,036.00	4,536,432.00	REP. ALLOWANCE	75,000.00	900,000.00	75,000.00	900,000.00					6		
						PERA	2,000.00	24,000.00	2,000.00	24,000.00							
						MID-YEAR BONUS		302,428.00		378,036.00							
						YEAR-END BONUS		302,428.00		378,036.00							
						CASH GIFT		5,000.00		5,000.00							
						PEI		5,000.00		5,000.00							
TOTAL		302,428.00	3,629,136.00	378,036.00	4,536,432.00		77,000.00	1,538,856.00	77,000.00	1,690,072.00	5,167,992.00	6,226,504.00	-		6	5,167,992.00	6,226,504.00
VICE PRESIDENT II	JG 18	379,320.00	4,551,840.00	455,184.00	5,462,208.00	REP. ALLOWANCE	31,500.00	378,000.00	31,500.00	378,000.00					7		
						PERA	2,000.00	24,000.00	2,000.00	24,000.00							
						MID-YEAR BONUS		379,320.00		455,184.00							
						YEAR-END BONUS		379,320.00		455,184.00							
						CASH GIFT		5,000.00		5,000.00							
						PEI		5,000.00		5,000.00							
TOTAL		379,320.00	4,551,840.00	455,184.00	5,462,208.00		33,500.00	1,170,840.00	33,500.00	1,322,368.00	5,722,480.00	6,784,576.00	-		7	5,722,480.00	6,784,576.00
ASSISTANT VICE PRESIDENT I / II	JG 17	302,428.00	3,629,136.00	378,036.00	4,536,432.00	REP. ALLOWANCE	27,500.00	330,000.00	27,500.00	330,000.00					32		
						PERA	2,000.00	24,000.00	2,000.00	24,000.00							
						MID-YEAR BONUS		302,428.00		378,036.00							
						YEAR-END BONUS		302,428.00		378,036.00							
						CASH GIFT		5,000.00		5,000.00							
						PEI		5,000.00		5,000.00							
TOTAL		302,428.00	3,629,136.00	378,036.00	4,536,432.00		29,500.00	968,856.00	77,000.00	1,690,072.00	4,597,992.00	6,226,504.00	-		32	4,597,992.00	6,226,504.00

* PBB - variable based on the Branch performance and individual PES rating, subject to authorization of GCG

** Amount excludes list of benefits under Table 2


Table 1 : Compensation for Key Officers as of December 31, 2025 (page 3)

Position/Title	Job Grade / Job Level	Basic Salary				Benefits				TCF		PBB*		No. of Officers	Position TCF**		
		Minimum		Maximum		Particulars	Minimum		Maximum		Annual		Annual		Annual		
		Monthly	Annual	Monthly	Annual		Monthly	Annual	Monthly	Annual	Minimum	Maximum	Minimum		Maximum	Minimum	Maximum
SATELLITE CASINO MANAGER II (ACTING BM)	JG 15	173,645.00	2,083,740.00	217,057.00	2,604,684.00	REP. ALLOWANCE	15,000.00	180,000.00	15,000.00	180,000.00					2		
						PERA	2,000.00	24,000.00	2,000.00	24,000.00							
						MID-YEAR BONUS		173,645.00		217,057.00							
						YEAR-END BONUS		173,645.00		217,057.00							
						CASH GIFT		5,000.00		5,000.00							
						PEI		5,000.00		5,000.00							
TOTAL		173,645.00	2,083,740.00	217,057.00	2,604,684.00		17,000.00	561,290.00	17,000.00	648,114.00	2,645,030.00	3,252,798.00	-		2	2,645,030.00	3,252,798.00
SENIOR MANAGER I / II (ACTING AVP I / OIC / BM)	JG 15	173,645.00	2,083,740.00	217,057.00	2,604,684.00	REP. ALLOWANCE	13,500.00	162,000.00	27,500.00	330,000.00					6		
						PERA	2,000.00	24,000.00	2,000.00	24,000.00							
						MID-YEAR BONUS		173,645.00		217,057.00							
						YEAR-END BONUS		173,645.00		217,057.00							
						CASH GIFT		5,000.00		5,000.00							
						PEI		5,000.00		5,000.00							
TOTAL		173,645.00	2,083,740.00	217,057.00	2,604,684.00		15,500.00	543,290.00	29,500.00	798,114.00	2,627,030.00	3,402,798.00	-		6	2,627,030.00	3,402,798.00
SENIOR BRANCH ADMIN MANAGER (ACTING BM I)	JG 15	173,645.00	2,083,740.00	217,057.00	2,604,684.00	REP. ALLOWANCE	27,500.00	330,000.00	27,500.00	330,000.00					1		
						PERA	2,000.00	24,000.00	2,000.00	24,000.00							
						MID-YEAR BONUS		173,645.00		217,057.00							
						YEAR-END BONUS		173,645.00		217,057.00							
						CASH GIFT		5,000.00		5,000.00							
						PEI		5,000.00		5,000.00							
TOTAL		173,645.00	2,083,740.00	217,057.00	2,604,684.00		29,500.00	711,290.00	29,500.00	798,114.00	2,795,030.00	3,402,798.00	-		1	2,795,030.00	3,402,798.00
SENIOR LEGAL COUNSEL (ACTING AVP I)	JG 15	173,645.00	2,083,740.00	217,057.00	2,604,684.00	REP. ALLOWANCE	27,500.00	330,000.00	27,500.00	330,000.00					1		
						PERA	2,000.00	24,000.00	2,000.00	24,000.00							
						MID-YEAR BONUS		173,645.00		217,057.00							
						YEAR-END BONUS		173,645.00		217,057.00							
						CASH GIFT		5,000.00		5,000.00							
						PEI		5,000.00		5,000.00							
TOTAL		173,645.00	2,083,740.00	217,057.00	2,604,684.00		29,500.00	711,290.00	29,500.00	798,114.00	2,795,030.00	3,402,798.00	-		1	2,795,030.00	3,402,798.00

* PBB - variable based on the Branch performance and individual PES rating, subject to authorization of GCG

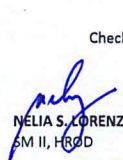
** Amount excludes list of benefits under Table 2 ; RATA rates under CPCS not yet implemented pending Career Band assignment

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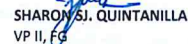

SHARON S. QUINTANILLA
VP II, EG


Table 2 : List of Benefits for Key Officers as of December 31, 2025


Name of Benefit	Amount per Officer	Coverage	Remarks
VARIABLE MONETIZED BENEFITS			
LOYALTY AWARD	10 years in service - P10,000 5 years thereafter - P5,000.00 Loyalty Memento - under CPCS will follow CSC MC no.6, 2002 (however, still yet to be implemented)	Every Every 5 years in service	Under CPCS which follows CSC MC no. 6, 2002
PERFORMANCE ENHANCEMENT INCENTIVE	P5,000.00	Annual	Maintained
SERVICE RECOGNITION INCENTIVE	P20,000.00	Annual	Still based on AO issued of OP
SL/VL MONETIZATION	Daily Rate (Variable based on available balance)	Once a year for regular monetization; Once a year for special monetization	Maintained based on CSC guidelines
PRIMARY CARE PACKAGE BENEFIT (Medicines, Wellness Activity)	maximum of P15,000 per semester (for reimbursement based on available Healthcare balance)	Semi Annual	Maintained
PER DIEM - FOR HOTEL ACCOMODATION & MEALS DURING OFFICIAL FOREIGN TRAVEL	Variable	Officers and employees as authorized by management (per official travel)	Maintained
RETIREMENT BENEFIT (EXCOM MEMBERS)	Variable - based on basic pay, PC level, age and year of service	All EXCOM Members with at least 5 years service in PAGCOR and at least one year membership in EXCOM (one time)	Maintained


Table 2 : List of Benefits for Key Officers as of December 31, 2025

Name of Benefit	Amount per Officer	Coverage	Remarks
OTHER BENEFITS			
HEALTHCARE BENEFITS	For Heads of Departments, Branches, SOGs and up -Actual Hospital Expense; dependents up to a maximum of P195,000.00 for JG 15 PAGCOR Healthcare Plan allowance * release at P2,500.00 per semester deductible from Healthcare allocation	Fiscal Year (July to June) Key Officers	The PAGCOR Healthcare Plan ceased operation effective 12 midnight, December 31, 2025
PROVIDENT FUND SHARE	13% of Basic Pay	Monthly	Under CPCS PAGCOR share is 10% while employee's share is 3% of Basic Pay
FORCED LEAVE	5 days paid leave; deductible from VL credits earned for the year	Regular Employee and at least 1 year in the service	Maintained
MOBILE PHONE SUBSIDY	Variable per Position	Employees holding specific position (monthly)	Status Quo while waiting for Career Band assignment
CLOTHING ALLOWANCE	P7,000.00	Annually	Under CPCS clothing allowance follows the GAA granting P7,000 U/CA annually


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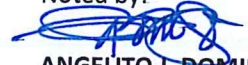
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