


Table 2 : List of Benefits for Key Officers as of December 31, 2021

Name of Benefit	Amount per Officer	Coverage	Legal Basis
VARIABLE MONETIZED BENEFITS			
LOYALTY AWARD	5 years in service - P5,000.00 Every 5 years thereafter - P10,000.00 Additional during 20th year award : P10,000.00 1 month Basic Pay Memento Ring	Every 5 years in service	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
PER DIEMS FOR SPECIAL COMMITTEES	P500.00 to P5,000.00	Per meeting	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
PERFORMANCE ENHANCEMENT INCENTIVE	P5,000.00	Annual	GCG / DBM Budget Circular
HIGH ROLLER ALLOWANCE <i>(Included in Table 1)</i>	P15,000.00 for the Chairmand & CEO and President & COO / P5,000.00 for the other officials	Monthly for : - Chairman & CEO - President & COO - Metro Manila branch GMs - Corporate Secretary	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
SL/VL MONETIZATION	Daily Rate (Variable - based on available balance)	Once a year for regular monetization; Once a year for special monetization	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
WELLNESS ALLOWANCE	30,000 granted at the start of the year (subject to liquidation)	Annual	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
WELLNESS ALLOWANCE	maximum of P10,000 (for reimbursement based on available Healthcare balance)	Semi Annual	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
PER DIEM - FOR HOTEL ACCOMODATION & MEALS DURING OFFICIAL FOREIGN TRAVEL	Variable	Officers and employees as authorized by management (per official travel)	EO 298 s. 2004 Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
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)	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.

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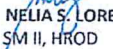

Name of Benefit	Amount per Officer	Coverage	Legal Basis
OTHER BENEFITS			
HEALTHCARE BENEFITS	Actual Hospital Bill - Heads of Departments, Branches, SOGs and up Maximum of P195,000.00 for other positions	Fiscal Year (July to June) Key Officers	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
PROVIDENT FUND SHARE	152% of Basic Pay	Monthly / Annual	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
CAR PLAN	P950 Thousand to P3.5 Million	Every 3 to 5 years 60% Corporate Share Fringe Benefits Tax	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
HOUSING LOAN IN LIEU OF CAR PLAN (SINGLE OR DOUBLE ALLOCATION)	same as Car Plan;	a. CEO/COO - one time only but may avail upon assumption b. ExeCom members and other officers - one time only;	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
SIGNING PRIVILEGE (IN LIEU OF MEAL TICKET OR MEAL ALLOWANCE)	reasonable amount per day present	Selected branch/SOG Officers only (monthly)	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.
FORCED LEAVE	5 days paid leave; deductible from VL credits earned for the year	Regular Employee and at least 1 year in the service	Executive Order No. 1077; Sec. 25 of Rule XVI of the Omnibus Rules of Implementing Book V of EO 292, as amended by CSC MC No. 41 s.1998
MOBILE PHONE SUBSIDY	Variable per Position	Employees holding specific position (monthly)	Included in the PAGCOR Compensation Framework approved by the Office of the President of the Philippines in a letter dated November 29, 2019.


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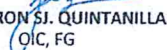

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Table 1 : Compensation for Key Officers as of December 31, 2021 (page 1)

Position/Title	Job Grade / Job Level	Basic Salary				Particulars	Benefits				TCF		OPBB*		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	PC 16	79,336.04	952,032.48	79,336.04	952,032.48	REP. ALLOWANCE	110,000.00	1,320,000.00	110,000.00	1,320,000.00					1		
						COLA	11,500.00	138,000.00	11,500.00	138,000.00							
						HIGH ROLLER'S ALLOWANCE	15,000.00	180,000.00	15,000.00	180,000.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEDICAL ALLOWANCE	10,000.00	120,000.00	10,000.00	120,000.00							
						MID-YEAR BONUS		136,254.06		136,254.06							
						CHRISTMAS BONUS		90,836.04		90,836.04							
						13TH MONTH PAY		90,836.04		90,836.04							
						CASH GIFT		5,000.00		5,000.00							
TOTAL		79,336.04	952,032.48	79,336.04	952,032.48		148,000.00	2,098,926.14	148,000.00	2,098,926.14	3,050,958.62	3,050,958.62	-		1	3,050,958.62	3,050,958.62
PRESIDENT AND COO	PC 15	79,336.04	952,032.48	79,336.04	952,032.48	REP. ALLOWANCE	90,000.00	1,080,000.00	90,000.00	1,080,000.00					1		
						COLA	11,500.00	138,000.00	11,500.00	138,000.00							
						HIGH ROLLER'S ALLOWANCE	15,000.00	180,000.00	15,000.00	180,000.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEDICAL ALLOWANCE	10,000.00	120,000.00	10,000.00	120,000.00							
						MID-YEAR BONUS		136,254.06		136,254.06							
						CHRISTMAS BONUS		90,836.04		90,836.04							
						13TH MONTH PAY		90,836.04		90,836.04							
						CASH GIFT		5,000.00		5,000.00							
TOTAL		79,336.04	952,032.48	79,336.04	952,032.48		128,000.00	1,858,926.14	128,000.00	1,858,926.14	2,810,958.62	2,810,958.62	-		1	2,810,958.62	2,810,958.62
CHIEF OF STAFF (NG)	PC 14.4	54,180.04	650,160.48	54,180.04	650,160.48	REP. ALLOWANCE	85,000.00	1,020,000.00	85,000.00	1,020,000.00					2		
SPECIAL ASSISTANT TO THE CEO (NG)						COLA	9,500.00	114,000.00	9,500.00	114,000.00					1		
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		95,520.06		95,520.06							
						CHRISTMAS BONUS		63,680.04		63,680.04							
						13TH MONTH PAY		63,680.04		63,680.04							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE		5,000.00		5,000.00							
TOTAL		54,180.04	650,160.48	54,180.04	650,160.48		97,320.00	1,400,720.14	97,320.00	1,400,720.14	2,050,880.62	2,050,880.62	-		3	2,050,880.62	2,050,880.62

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

** Amount excludes list of benefits under Table 2

Legend:

G : Gaming

NG : Non-Gaming

Table 1 - Compensation for Key Officers as of December 31, 2021 (page 2)

Position/Title	Job Grade / Job Level	Basic Salary				Particulars	Benefits				TCF		OPBB*		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 I/II	PC13.3 TO PC 14.3	48,589.92	583,079.04	51,385.04	616,620.48	REP. ALLOWANCE	75,000.00	900,000.00	80,000.00	990,000.00					4		
VICE PRESIDENT I (G)						COLA	5,400.00	64,800.00	7,500.00	90,000.00					1		
						HIGH ROLLER'S ALLOWANCE	-	-	5,000.00	60,000.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		80,984.88		88,327.56							
						CHRISTMAS BONUS		53,989.92		58,885.04							
						13TH MONTH PAY		53,989.92		58,885.04							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE		5,000.00		5,000.00							
TOTAL		48,589.92	583,079.04	51,385.04	616,620.48		83,220.00	1,197,604.72	95,320.00	1,359,937.64	1,780,683.76	1,976,558.12	-		5	1,780,683.76	1,976,558.12
BRANCH MANAGER I/II	PC 12.3 TO PC 13.3	45,794.84	549,538.08	48,589.92	583,079.04	REP. ALLOWANCE	70,000.00	840,000.00	75,000.00	900,000.00					9		
ASSISTANT VICE PRESIDENT I (G)						COLA	4,300.00	51,600.00	5,400.00	64,800.00					2		
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		75,142.26		80,984.88							
						CHRISTMAS BONUS		50,094.84		53,989.92							
						13TH MONTH PAY		50,094.84		53,989.92							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE		5,000.00		5,000.00							
TOTAL		45,794.84	549,538.08	48,589.92	583,079.04		77,120.00	1,110,771.94	83,220.00	1,197,604.72	1,660,310.02	1,780,683.76	-		11	1,660,310.02	1,780,683.76
VICE PRESIDENT I/II (NG)	PC 13.3 TO PC 14.3	48,589.92	583,079.04	51,385.04	616,620.48	REP. ALLOWANCE	27,500.00	330,000.00	31,500.00	378,000.00					7		
						COLA	5,400.00	64,800.00	7,500.00	90,000.00							
						HIGH ROLLER'S ALLOWANCE	-	-	5,000.00	60,000.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		80,984.88		88,327.56							
						CHRISTMAS BONUS		53,989.92		58,885.04							
						13TH MONTH PAY		53,989.92		58,885.04							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE		5,000.00		5,000.00							
TOTAL		48,589.92	583,079.04	51,385.04	616,620.48		35,720.00	627,604.72	46,820.00	777,937.64	1,210,683.76	1,394,558.12	-		7	1,210,683.76	1,394,558.12
ASSISTANT VICE PRESIDENT I/II (NG)	PC 12.3 TO PC 13.3	45,794.84	549,538.08	48,589.92	583,079.04	REP. ALLOWANCE	13,500.00	162,000.00	27,500.00	330,000.00					27		
ADMINISTRATOR I (NG)						COLA	4,300.00	51,600.00	5,400.00	64,800.00					1		
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		75,142.26		80,984.88							
						CHRISTMAS BONUS		50,094.84		53,989.92							
						13TH MONTH PAY		50,094.84		53,989.92							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE		5,000.00		5,000.00							
TOTAL		45,794.84	549,538.08	48,589.92	583,079.04		20,620.00	432,771.94	35,720.00	627,604.72	982,310.02	1,210,683.76	-		28	982,310.02	1,210,683.76

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

** Amount excludes list of benefits under Table 2

Legend.

G : Gaming

NG : Non-Gaming

Table 1 : Compensation for Key Officers as of December 31, 2021 (page 3)

Position/Title	Job Grade / Job Level	Basic Salary				Particulars	Benefits				TCF		OPBB*		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
SATELLITE CASINO MANAGER II (G)	PC12.2	27,897.42	334,769.04	27,897.42	334,769.04	REP. ALLOWANCE	3,000.00	36,000.00	3,000.00	36,000.00					2		
TABLE OPERATIONS MANAGER II (G)						COLA	4,300.00	51,600.00	4,300.00	51,600.00					1		
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		48,296.13		48,296.13							
						CHRISTMAS BONUS		32,197.42		32,197.42							
						13TH MONTH PAY		32,197.42		32,197.42							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE		5,000.00		5,000.00							
TOTAL		27,897.42	334,769.04	27,897.42	334,769.04		10,120.00	244,130.97	10,120.00	244,130.97	578,900.01	578,900.01	-		3	578,900.01	578,900.01
	PC11.2 TO PC 12.2																
SENIOR MANAGER I/II (NG)		26,499.86	317,998.32	27,897.42	334,769.04	REP. ALLOWANCE	10,500.00	126,000.00	13,500.00	162,000.00					4		
						COLA	3,700.00	44,400.00	4,300.00	51,600.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		45,299.79		48,296.13							
						CHRISTMAS BONUS		30,199.86		32,197.42							
						13TH MONTH PAY		30,199.86		31,597.42							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE		5,000.00		5,000.00							
TOTAL		26,499.86	317,998.32	27,897.42	334,769.04		17,020.00	319,939.51	20,620.00	369,530.97	637,937.83	704,300.01	-		4	637,937.83	704,300.01

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

** Amount excludes list of benefits under Table 2

Legend:

G : Gaming

NG : Non-Gaming

Table 1 - Compensation for Key Officers as of December 31, 2021 (page 4)

Position/Title	Job Grade / Job Level	Basic Salary				Particulars	Benefits				TCF		OPBB*		No. of Officers	Position TCF*	
		Minimum		Maximum			Minimum		Maximum		Annual		Annual			Minimum	Maximum
		Monthly	Annual	Monthly	Annual		Monthly	Annual	Monthly	Annual	Minimum	Maximum	Minimum	Maximum			
SR OFFSHORE GAMING OFFICER (NG)	PC10B.2	23,145.74	277,748.88	25,568.16	306,817.92	REP. ALLOWANCE	7,500.00	90,000.00	7,500.00	90,000.00					1		
						COLA	2,700.00	32,400.00	3,500.00	42,000.00							
						PERA	1,500.00	18,000.00	1,500.00	18,000.00							
						MEAL ALLOWANCE	1,320.00	15,840.00	1,320.00	15,840.00							
						MID-YEAR BONUS		38,768.61		43,602.24							
						CHRISTMAS BONUS		25,845.74		29,068.16							
						13TH MONTH PAY		25,845.74		28,288.16							
						CASH GIFT		5,000.00		5,000.00							
						MEDICAL ALLOWANCE		5,000.00		5,000.00							
TOTAL		23,145.74	277,748.88	25,568.16	306,817.92		13,020.00	256,700.09	13,820.00	276,778.56	534,448.97	583,596.48	-	-	1	534,448.97	583,596.48

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

** Amount excludes list of benefits under Table 2

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