

## REMUNERATION MATTERS

### 1. Remuneration Process for the CEO and the Four (4) Most Highly Compensated Management Officers:

Process	CEO	Top 4 Highest Paid Management Officers
(1) Fixed remuneration	Guaranteed Annual Cash Compensation (“ <b>GACC</b> ”) consisting of the 12 months Basic Pay (“ <b>Basic Pay</b> ”), one month Midyear Bonus, 13 <sup>th</sup> Month Pay, Christmas Bonus and Longevity Pay. Monthly Basic Pay is determined based on the salary range applicable for the position. The salary range is determined on the basis of benchmark market rates.	GACC consisting of the 12 months Basic Pay, one month Midyear Bonus, 13 <sup>th</sup> Month Pay, Christmas Bonus and Longevity Pay. Monthly Basic Pay is determined based on the salary range applicable for the position. The salary range is determined on the basis of benchmark market rates.
(2) Variable remuneration	A Short-term Incentive Plan (STIP) which is a performance-based pay, paid annually depending on the achievement of the Consolidated Underlying Core Net Income (CNI) target of the PLDT Group for the relevant year. The STIP pay-out ranges from zero (0) to nine (9) times the monthly basic salary depending on the PLDT Group CNI performance.	Short-term Incentive Plan (STIP) which is a performance-based pay, paid annually depending on the achievement of the Consolidated Underlying Core Net Income (CNI) target of the PLDT Group for the relevant year. The pay-out ranges from zero (0) to five (5) times the monthly basic salary depending on the PLDT Group CNI performance.
(3) Per diem allowance	--	--
(4) Bonus	--	--
(5) Stock Options and other financial instruments	--	--
(6) Others (specify): <i>Transformation Incentive Plan (TIP)</i>	Transformation Incentive Plan (TIP) which is a long-term incentive plan based on the achievement of the 3-year cumulative consolidated underlying core net income (“CCNI”) target of the PLDT Group. The award under the TIP is in the form of PLDT common shares. Individual Target Awards are determined based on a multiple of the monthly basic salary per level/rank/position.	TIP which is a long-term incentive plan based on the achievement of the 3-year CCNI target of the PLDT Group. The award under the TIP is in the form of PLDT common shares. Individual Target Awards are determined based on a multiple of the monthly basic salary per level/rank/position.

## 2. Remuneration Policy and Structure for Executive and Non-Executive Directors

	Remuneration Policy	Structure of Compensation Packages	How Compensation is Calculated
Executive Directors	Executive Directors get their regular compensation and benefits from PLDT on top of a <i>per diem</i> which is given based on attendance in Board and Board Committee Meetings (Php 250,000 per Board Meeting and Php 125,000 per Board Committee Meeting, effective January 2014).	Similar to compensation structure of other Officers of the Company.	Similar to computation of compensation of other Officers of the Company.
Non-Executive Directors	PLDT does not provide compensation and benefits for Non-Executive Directors. They are only given a <i>per diem</i> based on attendance in Board and Board Committee Meetings (Php 250,000 per Board Meeting and Php 125,000 per Board Committee Meeting, effective January 2014).	--	--

## 3. Aggregate Remuneration Accrued During the Most Recent Year

Remuneration Item	Executive Directors	Non-Executive Directors (other than independent directors)	Independent Directors
(a) Fixed Remuneration	Php 65,475,421	--	--
(b) Variable Remuneration	Php 3,575,930	--	--
(c) Per diem Allowance	Php 11,125,000	Php 25,500,000	Php 16,125,000
(d) Bonuses	--	--	--
(e) Stock Options and/or other financial instruments	--	--	--
(f) Others (LTIP)	--	--	--
<b>Total</b>	Php 80,180,351	Php 25,500,000	Php 16,125,000

Other Benefits	Executive Directors	Non-Executive Director (other than independent directors)	Independent Directors
1) Advances	--	--	--
2) Credit granted	--	--	--
3) Pension Plan/s Contributions	--	--	--
(d) Pension Plans, Obligations incurred	--	--	--
(e) Life Insurance Premium	Php 703,985	--	--
(f) Hospitalization Plan	Php 160,000	--	--
(g) Car Plan	Php 7,200,000	--	--
(h) Others (Specify)	--	--	--
<b>Total</b>	Php 8,063,985	--	--

## 4. Remuneration of the Five (5) members of Management who are not Executive Directors

Name of Officer/Position	Guaranteed Annual Cash Comp + Cash Benefits + Short-Term Incentive
Ernesto R. Alberto	152,162,291
Anabelle L. Chua	

June Cheryl Revilla	
Menardo G. Jimenez, Jr.	
Oscar Enrico A. Reyes, Jr.	