

IBP INSURANCE BROKERAGE, INC.
 COMPENSATION PACKAGE OF BOARD MEMBERS
 as of 31 December 2015

Board of Directors

POSITION IN BOD	Per Diem for Board Meetings (In Php)*	
	Per Meeting	Maximum per Year
Chairman	12,000.00	144,000.00
Member	10,000.00	120,000.00

Executive Committee

POSITION IN BOD	Per Diem for Board Meetings (In Php)*	
	Per Meeting	Maximum per Year
Chairman	6,000.00	72,000.00
Member	6,000.00	72,000.00

Corporate Governance Committee

POSITION IN BOD	Per Diem for Board Meetings (In Php)*	
	Per Meeting	Maximum per Year
Chairman	6,000.00	72,000.00
Member	6,000.00	72,000.00

Risk Management Committee

POSITION IN BOD	Per Diem for Board Meetings (In Php)*	
	Per Meeting	Maximum per Year
Chairman	6,000.00	72,000.00
Member	6,000.00	72,000.00

Audit Committee

POSITION IN BOD	Per Diem for Board Meetings (In Php)*	
	Per Meeting	Maximum per Year
Chairman	6,000.00	72,000.00
Member	6,000.00	72,000.00

Nomination and Remuneration Committee

POSITION IN BOD	Per Diem for Board Meetings (In Php)*	
	Per Meeting	Maximum per Year
Chairman	6,000.00	72,000.00
Member	6,000.00	72,000.00