

**AL-AMANAH ISLAMIC INVESTMENT BANK OF THE PHILIPPINES**

Compensation Package of the AAIIBP Board of Directors and Executives

(Pursuant to EO No. 24 dated February 10, 2011)

1. Per Diem

Type of Meeting	Maximum Board Per Diem/Meeting	Maximum Board per Diem Per Meeting
Board Meetings	5,000.00	60,000.00
Committee Meetings	3,000.00	36,000.00

2. Travel expenses in accordance with the provisions of Executive Order (EO) No. 248 s. 1995 and EO No. 298 s. 2004

3. Communication and meal expenses in connection with the performance of Board activities/functions.

4. Performance-Based Incentives (PBI) based on guidelines set by Governance Commission for GOCCs (GCG)

**II. Compensation Package for AAIIBP Executives**

The AAIIBP is under the coverage of Salary Standardization Law:

Senior Vice President SG 28	Executive Vice President SG 29	Chairman & CEO SG 30
Average	Average	Average

**DIRECT COMPENSATIONS:**

Monthly Salary and Allowances			
Monthly Basic Salary (MBS)	70,347.75	75,975.63	82,053.63
Personnel Economic Relief Allowance (PERA)	2,000.00	2,000.00	2,000.00
Representation & Transportation Allowance	20,000.00	22,000.00	28,000.00
Monthly Total	92,347.75	99,975.63	112,053.63
<b>Annual Total</b>	<b>1,108,173.00</b>	<b>1,199,707.50</b>	<b>1,344,643.50</b>

Other Direct Compensation:

Annual Merit Increase (based on individual performance and subject to GCG approval)	
Performance-Based Bonus (based on organizational and individual performance and subject to GCG approval)	

**ANNUAL BENEFITS:**

Clothing /Uniform Allowance	5,000.00	5,000.00	5,000.00
Year-end Bonus (13th month pay equivalent to 1 MBS)	70,347.75	75,975.63	82,053.63
Cash Gift	5,000.00	5,000.00	5,000.00
Productivity Enhancement Incentives (PEI) (Subjecto to GCG Approval and Guidelines)	70,347.75	75,975.63	82,053.63
<b>Annual Total</b>	<b>150,695.50</b>	<b>161,951.25</b>	<b>174,107.25</b>
<b>Grand Total</b>	<b>1,258,868.50</b>	<b>1,361,658.75</b>	<b>1,518,750.75</b>

Others:

Travel expenses in accordance with the provisions of Executive Order (E.O.) No. 248 s. 1995 and E.O. No. 298 s. 2004
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