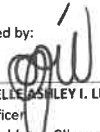
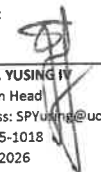


Report on Salaries and Allowances (ROSA) including Extraordinary and Miscellaneous Expenses (EMEs) received by the Principal Officers and Members of Governing Boards of UCPB Savings Bank. For the period January to March 31, 2026

DATA SOURCE	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER
Name (Last Name, First Name, Middle Name)	CORTEZ, DANTE DE LOS REYES	CRUZ, MA. CATALINA MERCADO	MADRIDEJOS, MANUEL CABRAL	OLAVARIO, ERNESTO ORTEGA	TIZO, ALEXANDER GRANADA	QUINTANA, IRENE SETIAS	BARIA, TRISTAN DECOSTO	YUSING, SANTIAGO PONTEVEDRA IV
TIN NO.	128-393-863	121-534-074	173-408-207	134-873-298	107-203-679	110-183-273	310-178-393	126-818-772
Name of Agency	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS
(indicate whether Mother Unit or Ex-Officio Member)	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT
Position/Designation	VP- CONSUMER LENDING DIVISION HEAD	VP - BRANCH BANKING DIVISION HEAD	VP-TREASURY DIVISION HEAD	VP- CREDIT MANAGEMENT DIVISION HEAD	VP- RISK MANAGEMENT DIVISION	VP- CONTROLLERSHIP DIVISION HEAD CONCURRENT BANK OPERATIONS DIVISION HEAD	VP - INTERNAL AUDIT DIVISION/CONCURRENT BANK COMPLIANCE DIVISION HEAD	VP - HUMAN RESOURCES AND GENERAL SERVICES DIVISION HEAD
Months Served	3	3	1	3	3	3	3	3
Basic Salary	528,129.00	502,296.00	181,784.00	519,519.00	502,296.00	528,129.00	510,906.00	502,296.00
Allowances and Other Benefits								
Per Diem on Board Meetings				14,200.00				17,366.67
Honorarium	23,200.00	15,800.00						
Representation Allowance								18,947.03
Gas Allowance	19,309.16	11,430.95		19,887.21	18,719.21	23,366.25		
Personal Economic Relief Allowance (PERA)	6,000.00	6,000.00	2,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00
Longevity Pay								
Clothing/Uniform	7,000.00	7,000.00		7,000.00	7,000.00	7,000.00	7,000.00	7,000.00
Medical Benefits/Allowance								
Anniversary Bonus								
Leave Monetization	130,233.83	27,132.66		128,110.65	122,173.04	128,847.41	126,605.74	37,444.76
Bonus and Incentives								
1. 13th Month Pay								
2. Cash Gift								
3. Service Incentive Recognition (SRI)								
4. Productivity Enhancement Incentive (PEI)								
5. Performance-Based Incentives (PBI)								
6. Performance-Based Bonus (PBB)								
7. Mid-Year Bonus (14th month pay)								
Sub-Total	713,871.99	569,659.61	183,784.00	694,716.86	656,188.25	693,342.66	650,511.74	589,054.46
ADD: 1. EME's (previously entitled Discretionary Fund)								
Indirect Benefits:								
1. Subsistence								
2. Laundry								
3. Quarters								
TOTAL	713,871.99	569,659.61	183,784.00	694,716.86	656,188.25	693,342.66	650,511.74	589,054.46

Effectivity Date: February 01, 2026

Prepared by:

GABRIELLE ASHLEY I. LUMAQUE
ESU Officer
e-mail address: GILumaque@ucpbsavings.com
Tel. Nos. 8555-1018
Date: 01/05/2026

Approved by:

SANTIAGO P. YUSING IV
HRGS Division Head
e-mail address: SPYusing@ucpbsavings.com
Tel. Nos. 8555-1018
Date: 01/05/2026

Verified by:

EDUARD A. MADAMBA
ATL-UCPB Subsidiaries
e-mail address: madamba_eduard@yahoo.com
Tel. Nos. 8841-4094
Date: _____

Noted by:

ALTHEA T. ROSAS-LADOREA
Supervising Auditor
e-mail address: arladorea@pdic.gov.ph
Tel. Nos. 8841-4093
Date: _____

Report on Salaries and Allowances (ROSA) including Extraordinary and Miscellaneous Expenses (EMEs) received by the Principal Officers and Members of Governing Boards of UCPB Savings Bank. For the period January to March 31, 2026

DATA SOURCE	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER
Name (Last Name, First Name, Middle Name)	RACELA, LIZETTE MARGARET MARY JIAO	CUA, ELENORA CRUZ	CUVIN, RIVA OBMERGA	DE JESUS, SOFIA CRISALINA RESURRECCION	JARDIEL, RODNEY MERCADO	RECHETA, RHOEL RECIO	SARMIENTO, VERONICA SY
TIN NO.	105-802-810	116-891-258	197-131-702	107-188-151	107-192-915	173-244-574	269-605-357
Name of Agency	LBP	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS
(indicate whether Mother Unit or Ex-Officio Member)	SECONDED TO USB	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT
Position/Designation	PRESIDENT & CEO/DIRECTOR	AVP- INFORMATION TECHNOLOGY DIVISION HEAD	AVP- REGION HEAD	AVP- CLEARING DEPARTMENT HEAD	AVP- REGION HEAD MINDANAO	AVP- ASSET AND RECOVERY MANAGEMENT DIVISION HEAD / CONCURRENT HEAD- LEGAL SERVICES DIVISION	AVP- COMMERCIAL LENDING DIVISION HEAD
Months Served	3	3	3	3	3	3	3
Basic Salary		502,296.00	331,449.00	302,664.00	425,535.00	502,296.00	502,296.00
Allowances and Other Benefits							
Per Diem on Board Meetings						15,800.00	
Honorarium		10,000.00					
Representation Allowance							15,879.82
Gas Allowance							6,000.00
Personal Economic Relief Allowance (PERA)		6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	
Longevity Pay						7,000.00	7,000.00
Clothing/Uniform		7,000.00	7,000.00	7,000.00	7,000.00		
Medical Benefits/Allowance							
Leave Monetization		39,270.51	80,618.06	73,107.39	1,818.85	28,248.39	123,863.54
Bonus and Incentives							
1. 13th Month Pay							
2. Cash Gift							
3. Service Incentive Recognition (SRI)							
4. Productivity Enhancement Incentive (PEI)							
5. Performance-Based Incentives (PBI)							
6. Performance-Based Bonus (PBB)							
7. Mid-Year Bonus (14th month pay)						559,344.39	655,039.36
Sub-Total	-	564,566.51	425,067.06	388,771.39	440,353.85		
ADD: 1. EME's (previously entitled Discretionary Fund)							
Indirect Benefits:							
1. Subsistence							
2. Laundry							
3. Quarters							
TOTAL	-	564,566.51	425,067.06	388,771.39	440,353.85	559,344.39	655,039.36

*RACELA, LIZETTE MARGARET MARY J.- seconded, already reported by Landbank

Prepared by:

GABRIEL A. HLEY I. LUMAQUE
ESU Officer
e-mail address: GiLumaque@ucpbsavings.com
Tel. Nos. 8555-1018
Date: 01/05/2026

Approved by:

SANTIAGO P. YUSING IV
HRGS Division Head
e-mail address: SPYusing@ucpbsavings.com
Tel. Nos. 8555-1018
Date: 01/05/2026

Verified by:

EDUARD A. MADAMBA
ATL-UCPB Subsidiaries
e-mail address: madamba_eduard@yahoo.com
Tel. Nos. 8841-4094
Date:

Noted by:

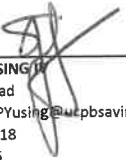
ALTHEA T. ROSAS-LADORES
Supervising Auditor
e-mail address: ariadores@pdic.gov.ph
Tel. Nos. 8841-4093
Date:

Report on Salaries and Allowances (ROSA) including Extraordinary and Miscellaneous Expenses (EMEs)
received by the Principal Officers and Members of Governing Boards of UCPB Savings Bank.
For the period April to June 30, 2026

DATA SOURCE	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER
Name (Last Name, First Name, Middle Name)	CORTEZ, DANTE DE LOS REYES	CRUZ, MA. CATALINA MERCADO	OLAVARIO, ERNESTO ORTEGA	TIZO, ALEXANDER GRANADA	QUINTANA, IRENE SETIAS	BARIA, TRISTAN DECOSTO	YUSING, SANTIAGO PONTEVEDRA IV
TIN NO.	128-393-863	121-534-074	134-873-298	107-203-679	110-183-273	310-178-393	126-818-772
Name of Agency	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS
(Indicate whether Mother Unit or Ex-Officio Member)	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT
Position/Designation	VP- CONSUMER LENDING DIVISION HEAD	VP - BRANCH BANKING DIVISION HEAD	VP- CREDIT MANAGEMENT DIVISION HEAD	VP- RISK MANAGEMENT DIVISION	VP- CONTROLLERSHIP DIVISION HEAD / CONCURRENT BANK OPERATIONS DIVISION HEAD	VP - INTERNAL AUDIT DIVISION/CONCURRENT BANK COMPLIANCE DIVISION HEAD	VP - HUMAN RESOURCES AND GENERAL SERVICES DIVISION HEAD / CONCURRENT CORPORATE PLANNING AND COMMUNICATIONS DIVISION HEAD
Months Served	3	3	3	3	3	3	3
Basic Salary	528,399.70	504,036.45	519,814.20	502,583.80	528,399.70	511,211.45	502,583.80
Allowances and Other Benefits							2,499.00
CPCS II Implementation - Retroactive Adjustment	11,490.70	11,799.80	12,103.20	11,799.80	11,319.20	12,523.45	11,799.80
Per Diem on Board Meetings							
Honorarium							
Representation Allowance							
Gas Allowance	27,132.56		32,212.12	31,801.68	30,481.11		27,510.49
Personal Economic Relief Allowance (PERA)	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00
Loyalty Cash Award						10,000.00	
Clothing/Uniform							
Medical Benefits/Allowance							
Anniversary Bonus							
Leave Monetization							
Bonus and Incentives							
1. 13th Month Pay							
2. Cash Gift							
3. Service Incentive Recognition (SRI)							
4. Productivity Enhancement Incentive (PEI)							
5. Performance-Based Incentives (PBI)							
6. Performance-Based Bonus (PBB)							
7. Mid-Year Bonus (14th month pay)	176,043.00	167,432.00	173,173.00	167,432.00	176,043.00	170,302.00	167,432.00
Sub-Total	749,065.96	689,268.25	743,302.52	719,617.28	752,243.01	710,036.90	717,825.09
ADD: 1. EME's (previously entitled Discretionary Fund)							
Indirect Benefits:							
1. Subsistence							
2. Laundry							
3. Quarters							
TOTAL	749,065.96	689,268.25	743,302.52	719,617.28	752,243.01	710,036.90	717,825.09

Prepared by: 
GABRIELLA ASHLEY I. LUMAQUE
ESU Office
e-mail address: GILumaque@ucpbsavings.com
Tel. Nos. 8555-1018
Date: 07/02/2026

Prepared by: 
SHARON T. ENRIQUEZ
HR Department Head
e-mail address: STEnriquez@ucpbsavings.com
Tel. Nos. 8555-1018
Date: 07/02/2026

Approved by: 
SANTIAGO P. YUSING
HRGS Division Head
e-mail address: SPYusing@ucpbsavings.com
Tel. Nos. 8555-1018
Date: 07/02/2026

Verified by: _____
EDUARD A. MADAMBA
ATL-UCPB Subsidiaries
e-mail address: madamba_eduard@yahoo.com
Tel. Nos. 8841-4094
Date: _____

Noted by: _____
ALTHEA T. ROSAS-LADORES
Supervising Auditor
e-mail address: ariadores@pdic.gov.ph
Tel. Nos. 8841-4093
Date: _____

Report on Salaries and Allowances (ROSA) including Extraordinary and Miscellaneous Expenses (EMEs)
received by the Principal Officers and Members of Governing Boards of UCPB Savings Bank.
For the period April to June 30, 2026

DATA SOURCE	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER	OFFICER
Name (Last Name, First Name, Middle Name)	RACELA, LIZETTE MARGARET MARY JIAO	CUA, ELENORA CRUZ	CUVIN, RIVA OBMERGA	DE JESUS, SOFIA CRISALINA RESURRECCION	JARDIEL, RODNEY MERCADO	RECHETA, RHOEL RECIO	SARMIENTO, VERONICA SY
TIN NO.	105-802-810	116-891-258	197-131-702	107-188-151	107-192-915	173-244-574	269-605-357
Name of Agency	LBP	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS	UCPBS
(Indicate whether Mother Unit or Ex-Officio Member)	SECONDED TO USB	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT	MOTHER UNIT
Position/Designation	PRESIDENT & CEO/DIRECTOR	AVP- INFORMATION TECHNOLOGY DIVISION HEAD	AVP- REGION HEAD	AVP- CLEARING DEPARTMENT HEAD	AVP- REGION HEAD MINDANAO	AVP- ASSET AND RECOVERY MANAGEMENT DIVISION HEAD / CONCURRENT HEAD- LEGAL SERVICES DIVISION	AVP- COMMERCIAL LENDING DIVISION HEAD
Months Served	3	3	3	3	3	3	3
Basic Salary		502,583.80	332,186.95	303,555.55	425,535.00	502,583.80	502,583.80
Allowances and Other Benefits							
CPCS II Implementation - Retroactive Adjustment		11,799.80	30,255.95	37,101.20		11,799.80	11,799.80
Per Diem on Board Meetings							
Honorarium							
Special Counsel Allowance						10,000.00	
Gas Allowance							24,457.79
Personal Economic Relief Allowance (PERA)		6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00
Loyalty Cash Award			5,000.00				10,000.00
Clothing/Uniform							
Medical Benefits/Allowance							
Leave Monetization							
Bonus and Incentives							
1. 13th Month Pay							
2. Cash Gift							
3. Service Incentive Recognition (SRI)							
4. Productivity Enhancement Incentive (PEI)							
5. Performance-Based Incentives (PBI)							
6. Performance-Based Bonus (PBB)							
7. Mid-Year Bonus (14th month pay)		167,432.00	110,483.00	100,888.00	141,845.00	167,432.00	167,432.00
Sub-Total	-	687,815.60	483,925.90	447,544.75	573,380.00	697,815.60	722,273.39
ADD: 1. EME's (previously entitled Discretionary Fund)							
Indirect Benefits:							
1. Subsistence							
2. Laundry							
3. Quarters							
TOTAL	-	687,815.60	483,925.90	447,544.75	573,380.00	697,815.60	722,273.39

*RACELA, LIZETTE MARGARET MARY J.- seconded, already reported by Landbank

Prepared by:

GABRIELLE ASHLEY I. LUMAQUE
ESU Officer
e-mail address: GILumaque@ucpbsavings.com
Tel. Nos. 8555-1018
Date: 07/02/2026

Reviewed by:

SHARON T. ENRIQUEZ
HR Department Head
e-mail address: STEnriquez@ucpbsavings.com
Tel. Nos. 8555-1018
Date: 07/02/2026

Approved by:

SANTIAGO P. YUSING IV
HRGS Division Head
e-mail address: SPYusing@ucpbsavings.com
Tel. Nos. 8555-1018
Date: 07/02/2026

Verified by:

EDUARD A. MADAMBA
ATL-UCPB Subsidiaries
e-mail address: madamba_eduard@yahoo.com
Tel. Nos. 8841-4094
Date: _____

Noted by:

ALTHEA T. ROSAS-LADORES
Supervising Auditor
e-mail address: arladores@pdic.gov.ph
Tel. Nos. 8841-4093
Date: _____