
JACKSTONES, INC.

593 Antonio Drive, Bagumbayan, Taguig City 1630

<u>REMUNERATION POLICY OF KEY OFFICERS AND BOARD MEMBERS</u>	Version No:
	Initial Issue Date:
	Revision Date:
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Section 1. Purpose.

The remuneration policy for members of the Board of Directors and Key Officers of Jackstones, Inc. ("Corporation") reflects the interests of the shareholders and the Corporation, taking into consideration any specific matters, including the assignments and the responsibilities undertaken. In addition, the remuneration policy helps promote long-term goals for safeguarding the Corporation's interests.

As a matter of policy, the remuneration of members of the Board of Directors and Key Officers shall be in accordance with the Revised Corporation Code of the Philippines and the Corporation's Amended By-Laws, or as approved by the shareholders.

Section 2. Board Remuneration.

Efforts are made to ensure that the remuneration of the Board of Directors is competitive, while taking into consideration the number of meetings each Board Member has to attend, the required competencies and effort each Board Member has to possess, as well as the scope of work each Board Member has to do.

Section 3. Remuneration for Members of the Board of Directors.

Consistent with the Corporation's amended By-Laws, each director of the Corporation shall receive a per diem of TWO THOUSAND PESOS (Php 2,000.00), subject to existing laws, rules and regulations for each meeting of the Board that they attend.

Section 4. Remuneration for Key Officers and Employees.

The Corporation's Key Officers and Employees shall be given incentives on top of their compensation based on performance indicators such as, but not limited to, experience, efficiency, ability, and such other factors as the Board may determine. The Board shall determine the incentive to be provided based on the officer/employees performance in a chosen period set by the Board.

Section 5. Review

The Corporate Governance Committee ("Committee") shall annually review the Remuneration Policy ("Policy") to ensure the effectiveness of the Policy and its alignment with the business strategy of the Corporation.

The Board shall update the Policy upon careful review, coordination, and approval with the Committee involved and when it deems it necessary.

Section 6. Effectivity

The Policy shall be approved by the Board of Directors.