



ANNUAL REPORT 2025

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Remuneration of the Board of Directors and ADB Management

The salaries of Directors and Alternate Directors and the President are determined by the Board of Governors, while the salary of the Vice-Presidents is determined by the Board of Directors.¹

The annual base salaries² of the President, Directors and their Alternates, and the Vice-Presidents as of 31 December 2025 are as follows:

Annual Base Salary of the Board of Directors and ADB Management as of 31 December 2025

Position	\$ per annum
President	561,004
Directors	270,456
Alternate Directors	231,240
Vice-Presidents	357,955

ADB = Asian Development Bank.

¹ The salaries are denominated in United States dollars and are tax-exempt, unless the official's government authorities determine that the income from ADB is subject to taxation. ADB's Directors and Alternate Directors, President, and Vice-Presidents also receive an expatriate benefits package similar to that of ADB's international staff that includes housing subsidy, education assistance, worldwide medical insurance, pension plan, life and disability insurance, and home leave. ADB's President receives a special representation allowance determined by the Board of Governors in accordance with Section 5 of the By-Laws of the Asian Development Bank. The President's annual special representation allowance as of 31 December 2025 is \$47,402.

² The Operations Manual of ADB's Public Communications Policy states that ADB make publicly available the annual base salaries of the members of the Board of Directors and Management.