



PHILIPPINES INTERNATIONAL LIFE INSURANCE COMPANY, INC.

3rd Floor, Tanco Building, 55 Timog Avenue cor. Tomas Morato, Quezon City, Metro Manila, Philippines 1103
Tel: 371-4589 371-4590 415-4396 Tel/Fax: 371-4585

Minutes of Remuneration Committee Meeting

January 16, 2019

Members:

Gary Jason Santos – Chairman
Jose C. Lee
Angel Ong

Matters discussed:

1. The committee discussed financial status of the company based on Unaudited Financial Report for the year 2018.
2. The chairman informed the Committee the released of Certificate of Authority last January 25, 2019 for the period covered January 1, 2019 to December 31, 2021.
3. The committee reviewed the monthly/quarterly retainer fee as follows:

3.1	J.A. Banaria	Php	8,960.00
3.2	Asian Actuaries		44,800.00
4. The committee discussed the Audit Fee in the amount of Php 128,800.00.
5. The committee discussed the incentive and bonuses to be paid for 1st half of the year 2019 as follows.

5.1	1 st half of 13 th mo. Pay	Php	239,578.23
5.2	Other incentives		108,102.78
6. Next meeting will be scheduled on October 16, 2019.

Minutes taken by:

Gary Jason L. Santos

Jose C. Lee

Angel Ong