



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 October 16, 2019

Members:

Gary Jason Santos – Chairman
Jose C. Lee
Angel Ong

Matters discussed:

1. The committee discussed the incentives and bonuses paid and to be paid for 2nd half of the year 2019 as follows.

1.1	Anniversary Gift	Php 114,500.00
1.2	2 nd half of 13 th mo. Pay	443,111.97
1.3	Conversion of Leave	204,580.41
1.4	40% Bonus	220,532.27
1.5	Other incentives	129,811.97

2. No others matter was raised as there were no significant changes.
3. Next meeting will be scheduled on January 15, 2020.

Minutes taken by:


Gary Jason L. Santos


Jose C. Lee


Angel Ong