

INTER-OFFICE MEMORANDUM

To : ALL BOARD OF DIRECTORS AND SENIOR OFFICERS
Date : November 12, 2025
Subject : Rundown of the REMUNERATION COMMITTEE CHARTER

Please be advised that a rundown activity will be conducted by the Training and Development Department aimed at familiarizing all Board of Directors and Senior Officers with the company's REMUNERATION COMMITTEE'S roles and function.

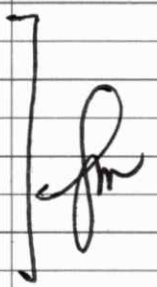
Kindly refer to the attached sheet for the schedule, copy of the manual, and other details, which will be sent to your respective emails together with the zoom link, three (3) days before your scheduled activity.

Please be guided accordingly.


Jaime H. Nadal

AVP Training and Development Dept.

FIDELITY LIFE MUTUAL BENEFIT ASSOCIATION INC.

NO	NAME	DATE OF ORIENTATION	DATE RECIEVED	SIGNATURE
1	NOEL A. ARANDILLA	December 10, 2025	November 17, 2025	
2	JOSE ENRIQUE D. DE LAS PEÑAS	December 10, 2025	November 17, 2025	
3	RIZAL ANTONIO D. MERU	December 10, 2025	November 17, 2025	
4	LOUIS BARTOLOME J. BORJA	December 10, 2025	November 17, 2025	
5	TRANQUIL GERVACIO S. SALVADOR III	December 10, 2025	November 17, 2025	
6	MANUELITO S. INSO	December 10, 2025	November 17, 2025	
7	JOHANNES B. OLA	December 10, 2025	November 17, 2025	
8	MARIO Y. CAVADA	December 10, 2025	November 17, 2025	

Received by: Admin / Staff
Lorraine Manlangit