

2020 Compensation of CFSI Directors and Top Four Management Officers in PHP

Name	Officer Title	Aggregate Compensation (Pay or Per Diem)
Tejero, Ramon Melchor	President and Director	PHP 17,638,482
Tan, Avigeil	Sales and Distribution Network Head	
Morillo, Marie Christine	Treasurer and Investment Product Head	
Chan, Sherwin	Insurance Business Head	
Morales, Regina	Independent Director	
Castro, John	Independent Director	PHP 600,000