

- 60% of Life, maximum of Php 1M

- 10% of Life (max of 100k)

- The Company grants a 13th month pay equivalent to one (1) month's pay to all eligible employees provided that they worked for at least one (1) month during a calendar year.

- The company grants bonus equivalent to a maximum of half month base pay to all p8.4 (l)-4.1 (m)-0.8 (l)l (mr (p)-.4 (p)a yea proe -3.3 (h)--5.2 .8 (8 (t)-.2 2 (f)-2.1 (m)-8.1.) o.3 (a)3.8-.3 (a)x4 (s)

1(B)brTJC6aT• -0.08 0 Td (eC (h)2B)byd2 2 (To2.92(a)-5.1)-.2 84816s)-9 (22 (o)-9 (ye)-7 ((p8.4 ((