



Please be advised that at the meeting of the Board of Directors of the National Reinsurance Corporation of the Philippines held today, December 15, 2025, the Board approved the following:

- (1) The promotion of Jaime Jose M. Javier, Jr. from Senior Vice President and Head of Life Reinsurance, Administration and Technology to Executive Vice President and Chief Operating Officer. The appointment is effective January 1, 2026.
- (2) The promotion of Von Edward M. Ebron from Senior Assistant Vice President and Treaty Officer to Vice President and Head of Life Reinsurance and Administration. The appointment is effective January 1, 2026.
- (3) The promotion of Arlene Gay B. Santos from Senior Assistant Vice President and Senior Life Underwriter to Vice President and Head of Life Data Administration and Facultative Underwriting. The appointment is effective January 1, 2026.

### **SIGNATURES**

Pursuant to the requirements of the Securities Regulation Code, the issuer has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized, in the City of Makati on 15 December 2026.

**National Reinsurance Corporation of the Philippines,  
doing business under the names and styles of Nat Re;  
Philippine National Reinsurance Company; PhilNaRe**  
Issuer

(original signed)

**Jacqueline Michelle C. Dy**  
Vice President, Head of Risk & Compliance