



PHILIPPINES



REGIONAL SOLUTIONS

Our Unique Identity

Rethinking Healthy for your Company and your Employees:

WorkWell
with **AIA**

Holistic approach to help your employees make positive behavioural changes to their physical, mental, social, and financial health.

AIA analytics

A market-first online platform that keeps you abreast of employees' wellness and protection needs ahead of time, enabling timely actions to improve employees' all-round health.

RP

Regional Passport connects you to select quality providers in key healthcare hubs across South-East Asia for easy cashless access to treatment.

AIA Vitality

Know your health, Improve your health, and Enjoy the rewards.

AIA Philippines, in a nutshell

AIA Philippines (AIA Philippines Life and General Insurance Company Inc.) formerly AIA Philam Life (The Philippine American Life and General Insurance Company), is the country's premier life insurance company. Originally established on 21 June 1947 and became popularly known as Philam Life, AIA Philippines has earned the trust of customers for its financial strength, strong brand name, and ability to deliver on its promises.

AIA Philippines has PHP 257.76 billion in total assets and PHP 57.35 billion in net worth as of 31 December 2024* while serving nearly 1.2 million individual policyholders and almost 1 million insured group members.

AIA Philippines understands the needs of its customers and provides holistic solutions that include life protection, health insurance, savings, education, retirement, investment, group, and credit life insurance. It also offers bancassurance through its subsidiary, BPI AIA Life Assurance Corporation (formerly BPI-Philam Life Assurance Corporation).

Based on the unaudited reports submitted to the Insurance Commission as of 31 December 2024*, the combined total premium income of AIA Philippines and BPI AIA was at PHP 29.77 billion.

AIA Philippines is a member of AIA Group Limited, the largest independent publicly listed pan-Asian life insurance group.



With more than 3 billion total cash premiums for over 4,000 group policies and almost 800,000 group insured members, and over 2.2 billion paid claims, our responsibility goes beyond providing your company a meaningful corporate insurance partnership.

GROUP LIFE

Our products allow you to build your unique benefits package. Give your employees protection against any cause of death and disability. Add optional riders for accidents, hospitalizations and critical illnesses based on your needs. Packaged rates are renewable yearly.

HEALTHCARE

Together with Medisave, you can give your employees life insurance and healthcare. You can select from our available packages or customize your own plan with either healthcare cards or reimbursable benefits. This way, you build a unique package that covers your employees' hospitalization costs, physical exams and dental treatments.

VOLUNTARY

Empower your workforce to take charge of their protection plan with voluntary insurance products that can even be extended to their families. As a company, you can also have exclusive access to health and wellness perks as a client of AIA Philippines.

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AIA Philippines Corporate Solutions Product Suite

Product	Benefits	Type		Typical Benefits
		Core	Voluntary	
Life	Group Term Life (GTL)	✓	✓	24 x Basic Monthly Salary
	Total Permanent Disability (TPD)	✓	✓	24 x Basic Monthly Salary
	Accidental Death & Dismemberment (AD&D)	✓	✓	% of benefit dependent on claim type
	Group Critical Illness (GCI)	✓	✓	50% of group life coverage
	Short Term Disability (STD)	–	–	–
	Long term Disability (LTD)	–	–	–
Medical	In-patient (OP)	✓	–	MBL ranging from 100,000 – 500,000
	Out-patient (OP)	✓	–	MBL ranging from 100,000 – 500,000
	Hospital & Surgical (H&S)	✓	–	MBL ranging from 100,000 – 500,000
	Major Medical	✓	–	Php 100,000 - 200,000
	Dental	✓	–	Dependent on procedures
	Maternity	✓	–	Special Inclusion
	X-ray & Laboratory Test	✓	–	Covered under MBL
	Optical / Vision	–	–	–
	Hospitalised Cash (Hospital cash)	✓	–	Php 1,000 / day
Retirement	Provident Fund Scheme	–	–	–
	Pension	–	–	–
Dependents	Spouse Benefits	✓	✓	Life, Accident, Medical
	Child Benefits	✓	✓	Life, Accident, Medical
	Parents	✓	✓	Life, Accident, Medical

AIA WorkWell Programme

Workwell with AIA has four pillars, Live Well, Think Well, Plan Well, and Feel Well. Each pillar is programmed to support your employees have a Healthier work-life balance, create Longer synergies and productivity within the team, and develop a Better engagement within the workplace. In turn, this would lead to decrease in claims and increase productivity for your organization.

Product	Type of Service	Quick Definition	Sapphire (free)	Emerald (comes with minimal cost for entry-level and middle management)	Diamond (applicable for Executives)
Live Well	Mobile Application (Medicard Go)	One stop shop for member's coverages, medical provider directory and map, LOA request	✓	✓	✓
	Corporate Vitality	Enrolled members may engage in Vitality program to enjoy full benefit and rewards		✓	✓
	Employee Engagement Program	Wellness activities to: - Promote sustained employee engagement - Increase employee energy and productivity - Provide health and fitness support to employees - Guide employees throughout their fitness journey	✓	✓	✓
Think Well	Employee Assistance Program	Supports positive change and well-being to employees thru benefits on behavioral health, emotional support and legal guidance		✓	✓
Feel Well	Marathons / running events	Exclusive discounts to marathons and running series	✓	✓	✓
	Therapeutic Wellness	Rejuvenize your health with our therapeutic sessions		✓	✓
Financial Wellness	Financial Literacy Gameplay	Comprehensive program management approach aimed to achieve defined targets/metrics, build on strategy and implement marketing strategies leading to Gameplay	✓	✓	✓

Social Security Benefits¹

Type of Program	Contributions		Typical Benefits
	Employer	Employee	
Retirement Benefits	9.5%	4.5%	<p>The member is granted a monthly retirement pension, plus a 13th month pension payable every December.</p> <p>Have the option to receive the first 18 months pension in lump sum, discounted at a preferential rate of interest to be determined by the SSS.</p> <p>Lowest monthly retirement pension: Php 1,200 if the member has 120 monthly contributions or at least 10 CYS; or Php 2,400 if with at least 20 CYS.</p>
Sickness Benefits	9.5%	4.5%	Daily sickness benefit allowance: 90% of his/her average daily salary credit (ADSC)
Disability Benefits	9.5%	4.5%	<p>The member is granted a monthly disability pension, plus a Php 500 monthly supplemental allowance.</p> <p>Lowest monthly disability pension: Php 1,000 if the member has less than 10 CYS; Php 1,200 if with at least 10 CYS; and Php 2,400 if with at least 20 CYS.</p>
Death Benefits	9.5%	4.5%	<p>The member's primary beneficiary is granted a monthly death pension, plus a 13th month pension payable every December.</p> <p>Lowest monthly death pension: Php 1,000 if the member has less than 10 CYS; Php 1,200 if with at least 10 CYS; and Php 2,400 if with at least 20 CYS.</p>
Maternity Benefits	9.5%	4.5%	Daily maternity benefit allowance: 100% of her ADSC, multiplied by 60 days for normal delivery or miscarriage, 78 days for caesarean section
Funeral Benefits	9.5%	4.5%	Variable amount ranging from a minimum of Php 20,000 to a maximum of Php 40,000 depending on the member's paid contributions and CYS.

Source:

1. https://www.sss.gov.ph/sss/DownloadContent?fileName=Booklet_SS-ACT-OF-2018_05172019.pdf

Taxation

Tax Deductible

	Contributions		Highlights
	Employer	Employee	
Social Security ²	✓	✓	The SSS contribution rate for year 2025 is 15% which shall be shared by the employer and employee at 10% and 5%, respectively.
Retirement Benefits ³	✓	✓	Retirement pay is an additional pay provided to a covered employee who is retiring. In the private sector, the ½ month pay in retirement pay is equivalent to 22.5 days. Retirement pay requires at least five (5) years of service. Retirement is optional at sixty (60) years old, while mandatory at sixty-five (65) years old.
Employee Benefits	✓	✓	Taxes are not deducted to any life insurance proceeds.

Basic facts about Philippines

Population	116,786,962 ⁴
Currency	Philippine Peso
Exchange Rate	US \$1 = Php 57.57
GDP (as of 2023) ⁵	Nominal: 437,146.37 Growth: 5.6%

GDP per Capita (PPP) ⁵	US \$3,804
Inflation rate (CPI)	6.0%
Foreign Reserve (IIP)	US \$100.5 billion ⁶
Unemployment Rate	4.5% ⁷

Source:

2. SSS Contribution Table | Republic of the Philippines Social Security System

3. Retirement Pay - Labor Law PH

4. Philippines Population (2025) - Worldometer

5. GDP (current US\$) - Philippines | Data

6. Philippines closes 2023 with \$102.5 billion foreign reserves | GMA News Online

7. PH labor market continues to improve, records historic low unemployment rate of 3.6% in November 2023 | Department of Finance

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