B.1	Shares and voting rights		Y/ N	Reference/Source document	
	common shares have one vote for one share?	OECD Principle III  (A) All shareholders of the same series of a class should be treated equally.  (1) Within any series of a class, all shares should carry the same rights. All investors should be able to obtain information about the rights attached to all series and classes of shares before they purchase. Any changes in voting rights should be subject to approval by those classes of shares which are negatively affected.  ICGN 8.3.1 Unequal voting rights  Companies ordinary or common shares should feature one wote for one share	Y	https://praxisfidembai4.webs.co m/Nomination%20Committee%2 0Charter.pdf	Nomination Committee Charter (Page 2) V. Implementing Rules and Regulations Voting by proxy – each member is entitled to one (1) vote, which he may exercise in person or by proxy, which shall be in writing and filed with the nomination committee of the association
	rights attached to each class of shares (e.g. through the company website / reports/ the		N/A		Praxis Fides is a non-stock non- profit organization

B.2	Notice of AGM				
B.2.1	Does each resolution in the most	OECD Principle II			
	recent AGM deal with only one	(C) Shareholders should have the opportunity		hadaaa //aaaa iafidaaa baiga aa baa	
	item, i.e., there is no bundling of	to participate effectively and vote in general	Υ	https://praxisfidembai4.webs.co	AGM Minutes (Page 3) PRAXIS
	several items into the same	shareholder meetings and should be informed		m/AGM-MINUTES-2020.pdf	FIDES SUMMARY OF BOARD RESOLUTIONS
	resolution?	of the rules, including voting procedures, that			2019
B 2 2	Are the company's notice of the	govern shareholder meetings:			2010
D.Z.Z	most recent AGM/circulars fully				
		(1) Shareholders should be furnished with	Υ	https://praxisfidembai4.webs.co	
	translated into English and	sufficient and timely information concerning	ī		
	published on the same date as	the date, location and agenda of general		m/Notice-of-Annual-General-	Notice of Americal Comment Montines 2020
	the local-language version?	meetings, as well as full and timely information		Meeting-2020.pdf	Notice of Annual General Meeting 2020
	Does the notice of	regarding the issues to be decided at the			
	AGM/circulars have the	meeting.			
	following details:	(3) Effective shareholder participation in key		•	
B.2.3	Are the profiles of	corporate governance decisions, such as the			
	directors/commissioners ( at	nomination and election of board members,			
	least age, academic qualification,	should be facilitated.			
	date of first appointment,	Should be lacilitated.	.,	https://praxisfidembai4.webs.co	ANNUAL REPORT 2040 (R
	experience, and directorships in	OFOR Released to II	Υ	m/Annual%20Report%202019.pdf	ANNUAL REPORT 2019 (Pages 14-16)
	other listed companies) in	OECD Principle II			
	seeking election/re-election	(A) All shareholders of the same series of a			
		class should be treat equally.			
B 2 A	included? Are the auditors seeking	(4) Impediments to cross border voting should		1	
D.Z.4		be eliminated.			ANNUAL REPORT (Rose 24 )
	appointment/re-appointment				ANNUAL REPORT (Page 21 )
	clearly identified?	ICGN 8.3.2 Shareholder participation in			Internal and External Audit
		governance			For the year 2019, AMC and Associates highly
					recommended by the Audit Committee to be the
		Shareholders should have the right to			external auditor was approved by the general
		participate in key corporate governance	Υ	https://praxisfidembai4.webs.co	membership. The fees based on the scope of work
		decisions, such as the right to nominate,	-	m/Annual%20Report%202019.pdf	is amounting to One Hundred Twenty One
		appoint and remove directors in an individual			
		basis and also the right to appoint external			Thousand Pesos (P121, 000.00) exclusive of value
		auditor.			added tax and other expenses like the cost of
		additor:			printing, report reproduction, transportation and
		1001 0 4 4 01 h - 1 d 1 1 d t			other incidental expenses incurred in the course of
		ICGN 8.4.1 Shareholder ownership rights			carrying out the services herein provided.
B.2.5	Has an explanation of the	The exercise of ownership rights by all			
	dividend policy been provided?	shareholders should be facilitated, including			ANNUAL REPORT ( Page 22 )
		giving shareholders timely and adequate			Policy on Dividends
		notice of all matters proposed for shareholder			
		notice of all matters proposed for shareholder vote			Praxis Fides MBAI being a non-stock non-profit
1		notice of all matters proposed for shareholder vote.			Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute
					Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to
				https://goviefidombrid.uphs.co	Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute
			Y	https://praxisfidembai4.webs.co	Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to
			Y	https://praxisfidembai4.webs.co m/Annual%20Report%202019.pdf	Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the
			Y		Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may
			Y		Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned
			Y		Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in
			Y		Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance
			Y		Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in
			Υ		Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance
			Y		Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings
B.26	Is the amount payable for final		Y		Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings and equitable dividend for members.
B.2.6	Is the amount payable for final		Y		Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings and equitable dividend for members.  ANNUAL REPORT ( Page 22 )
B.2.6	Is the amount payable for final dividends disclosed?		Y		Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings and equitable dividend for members.  ANNUAL REPORT ( Page 22 ) Policy on Dividends
B.2.6			Y		Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings and equitable dividend for members.  ANNUAL REPORT ( Page 22 ) Policy on Dividends EQUITIES FOR EARNINGS – 685,529,741.40
B.2.6			Y		Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings and equitable dividend for members.  ANNUAL REPORT ( Page 22 ) Policy on Dividends EQUITIES FOR EARNINGS – 685,529,741.40 • EQUITIES WITH LOAN – 210,050,498.97
B.2.6			Y		Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings and equitable dividend for members.  ANNUAL REPORT ( Page 22 ) Policy on Dividends EQUITIES FOR EARNINGS – 685,529,741.40
B.2.6			Y	m/Annual%20Report%202019.pdf	Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings and equitable dividend for members.  ANNUAL REPORT ( Page 22 ) Policy on Dividends EQUITIES FOR EARNINGS – 685,529,741.40 • EQUITIES WITH LOAN – 210,050,498.97
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B.2.6				m/Annual%20Report%202019.pdf	Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings and equitable dividend for members.  ANNUAL REPORT ( Page 22 ) Policy on Dividends EQUITIES FOR EARNINGS – 685,529,741.40 • EQUITIES WITH LOAN – 210,050,498.97 • EQUITIES WITHOAN – 210,050,498.97 • EQUITIES WITHOAN – 250,498.97 • EQUITIES WITHOAN – 9255M  P60M Borrowers – 9.25% 10.5%
B.2.6				m/Annual%20Report%202019.pdf	Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings and equitable dividend for members.  ANNUAL REPORT ( Page 22 ) Policy on Dividends EQUITIES FOR EARNINGS – 685,529,741.40 • EQUITIES WITH LOAN – 210,050,498.97 • EQUITIES WITHOUT LOAN – 475,479,242.43  P55M P60M Borrowers – 9.25% 10.5% Non- Borrowers – 7.5% 8%
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B.2.6				m/Annual%20Report%202019.pdf	Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings and equitable dividend for members.  ANNUAL REPORT ( Page 22 ) Policy on Dividends EQUITIES FOR EARNINGS – 685,529,741.40 • EQUITIES WITH LOAN – 210,050,498.97 • EQUITIES WITH LOAN – 475,479,242.43 P55M P60M Borrowers – 9.25% 10.5% Non- Borrowers – 7.5% 8% • The above data presents a high 10.5% equitable dividend rate for active members and 8% for non
B.2.6				m/Annual%20Report%202019.pdf	Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings and equitable dividend for members.  ANNUAL REPORT ( Page 22 ) Policy on Dividends EQUITIES FOR EARNINGS – 685,529,741.40 • EQUITIES WITH LOAN – 210,050,498.97 • EQUITIES WITHOUT LOAN – 475,479,242.43  P55M P60M Borrowers – 9,25% 10.5% Non-Borrowers – 7.5% 8% • The above data presents a high 10.5% equitable
B.2.6				m/Annual%20Report%202019.pdf	Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings and equitable dividend for members.  ANNUAL REPORT ( Page 22 ) Policy on Dividends EQUITIES FOR EARNINGS – 685,529,741.40 • EQUITIES WITH LOAN – 210,050,498.97 • EQUITIES WITH LOAN – 475,479,242.43 P55M P60M Borrowers – 9.25% 10.5% Non- Borrowers – 7.5% 8% • The above data presents a high 10.5% equitable dividend rate for active members and 8% for non
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			Y	m/Annual%20Report%202019.pdf  https://praxisfidembai4.webs.co m/Annual%20Report%202019.pdf	Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings and equitable dividend for members.  ANNUAL REPORT ( Page 22 ) Policy on Dividends EQUITIES FOR EARNINGS – 685,529,741.40 • EQUITIES WITH LOAN – 210,050,498.97 • EQUITIES WITH LOAN – 475,479,242.43 P55M P60M Borrowers – 9.25% 10.5% Non- Borrowers – 7.5% 8% • The above data presents a high 10.5% equitable dividend rate for active members and 8% for non
	dividends disclosed?			m/Annual%20Report%202019.pdf	Praxis Fides MBAI being a non-stock non-profit mutual aid association, does not distribute dividends to its members. However, pursuant to Circular Letter Number 2015-46 dated 8 September 2015 section 408 paragraph 3 of the amended Insurance Code of the Philippines, it may distribute the excess of its free and unassigned surplus to the member benefits' fund, whether in cash or in kind, and duly verified by the Insurance Commission. The table below shows the earnings and equitable dividend for members.  ANNUAL REPORT ( Page 22 ) Policy on Dividends EQUITIES FOR EARNINGS – 685,529,741.40 • EQUITIES WITH LOAN – 210,050,498.97 • EQUITIES WITH LOAN – 475,479,242.43 P55M P60M Borrowers – 9.25% 10.5% Non- Borrowers – 7.5% 8% • The above data presents a high 10.5% equitable dividend rate for active members and 8% for non

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## B.4 Related party transactions by directors and key executives.

	T	1		ı	
		OECD Principle III			PFMBAI Manual on Corporate Governance
	requiring directors	(C) Members of the board and key executives			Revised 2017 Page 6
	/commissioners to disclose their	should be required to disclose to the board			2.1.8 Disclosure of RPTs and Other Conflict of
	interest in transactions and any	whether they, directly, indirectly or on behalf of			Interest
	other conflicts of interest?	third parties, have a material interest in any		https://praxisfidembai4.webs.co	Board of Trustees, Employees and Work Force of
		transaction or matter directly affecting the	Υ	m/PFMBAI%20CORPORATE%20G	the Association are required to disclose their
		corporation.	Y	OVERNANCE%20MANUAL%20REV	dealings, interest in transactions, contracts and
		·		ISED%202017.pdf	loans in the Association and other material
		ICGN 2.11.1 Related party transactions		,	transactions involving conflict of interest within
		Companies should have a process for			three (days). The extent of related party
		reviewing and monitoring any related party			transactions involves the beneficiary, amount,
		transaction. A committee of independent			nature and term of transactions.
B 4 2	Does the company have a policy	directors should review significant related			PFMBAI Manual on Corporate Governance
	requiring a committee of	party transactions to determine whether they			Revised 2017 Page 17
	independent	are in the best interests of the company and if		https://praxisfidembai4.webs.co	4.3 Review of Related Party Transactions
	directors/commissioners to	so to determine what terms are fair.			Praxis Fides MBAI Independent Trustee shall
	review material/significant RPTs	so to determine what terms are fair.	Υ	m/PFMBAI%20CORPORATE%20G	review the materials and significant Related Party
	_	IOON 0.44.0 Discretos o outilisto of laterand		OVERNANCE%20MANUAL%20REV	
	the best interests of the	ICGN 2.11.2 Director conflicts of interest		ISED%202017.pdf	Transactions to determine whether they are in the best interest of the association and its members.
		Companies should have a process for			best interest of the association and its members.
	company and shareholders?	identifying and managing conflicts of interest			
B / 3	Does the company have a policy	directors may have. If a director has an			PFMBAI Manual on Corporate Governance
	requiring board members	interest in a matter under consideration by the			Revised 2017 Page 13
	(directors/commissioners) to	board, then the director should not participate		https://praxisfidembai4.webs.co	2.8 Board Meetings
		in those discussions and the board should	Υ	m/PFMBAI%20CORPORATE%20G	
	abstain from participating in the	follow any further appropriate processes.	1	OVERNANCE%20MANUAL%20REV	Board of Trustee are required not to attend
	board discussion on a particular	Individual directors should be conscious of		ISED%202017.pdf	meetings in which he/she have a personal interest
	agenda when they are	shareholder and public perceptions and seek			on a certain agenda that needs board approval.
D 4.4	conflicted?	to avoid situations where there might be an			
	Does the company have policies	appearance of a conflict of interest.			
	on loans to directors and		NA	DEFAULT	
	commissioners either forbidding				
	this practice or ensuring that they				
	are being conducted at arm's				
	length basis and at market				
	rates?				

B.5	Protecting minority shareholders from abusive actions Protecting minority shareholders from abusive actions				
B.5.1	Were there any RPTs that can be classified as financial assistance to entities other than wholly-owned subsidiary companies?	OECD Principle III  (A) All shareholders of the same series of a class should be treated equally.  (2) Minority shareholders should be protected from abusive actions by, or in the interest of, controlling shareholders acting either directly or indirectly, and should have effective means of redress.  ICGN 2.11.1 Related party transactions Companies should have a process for reviewing and monitoring any related party transaction. A committee of independent directors should review significant related party transactions to determine whether they are in the best interests of the company and if so to determine what terms are fair.  ICGN 2.11.2 Director conflicts of interest Companies should have a process for identifying and managing conflicts of interest	Y	https://praxisfidembai4.webs.co m/Annual%20Report%202019.pdf	Annual Report 2019 (Page 20 ) Disclosure of transactions of Board of Trustees, Employees and Workforce of the associations are reported during the meetings. The extent of the related party transactions involves the beneficiary, amount, nature and term of transactions. A total of 9,667,602.11 pertain to Privileged Loan/ Car Loan of Staff. The committee has conducted the review and ensured that the transactions are fair and at arm's length.  Annual Report 2019 (Page 20 ) Disclosure of transactions of Board of Trustees, Employees and Workforce of the associations are reported during the meetings. The extent of the related party transactions involves the beneficiary, amount, nature and term of transactions. A total of 9,667,602.11 pertain to Privileged Loan/ Car Loan of Staff. The committee has conducted the review and ensured that the transactions are fair and at arm's length.
B.5.2	Does the company disclose that RPTs are conducted in such a way to ensure that they are fair and at arms' length?		Υ	https://praxisfidembai4.webs.co m/Annual%20Report%202019.pdf	