



PRAXIS FIDES MUTUAL BENEFIT ASSOCIATION, INC.

#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558: (044) 662-4288

BOARD RESOLUTION NO. 2022-01 (Approved by the Board of Trustees on January 11, 2022)

EXCESS FREE AND UNASSIGNED FUND BALANCE AS DIVIDENDS FOR MEMBERS

WHEREAS, a mutual benefit association shall only maintain free and unassigned surplus of not more than twenty per cent (20%) of its total liabilities as verified by the Insurance Commission. Any amount in excess shall be returned to the members by way of dividends, enhancing the equity value or providing benefits in kind and other relevant services.. (Ref. CL No. 2015-46)

WHEREAS, based on IC Verification of the 2020 Annual Statement, Praxis Fides Mutual Benefit Association, Inc. has excess Free and Unassigned Fund Balance amounting to P 29,035,316.07

Therefore, let it be resolved as it is hereby resolved:

1. That Praxis Fides MBI is hereby authorized that the excess in the Free and Unassigned Fund Balance based on the IC Verification of the 2020 Annual Statement amounting to **PESOS: TWENTY NINE MILLION THIRTY FIVE THOUSAND THREE HUNDRED SIXTEEN AND 07/100 (P 29,035,316.07)** shall be returned to the members by way of enhancement of Equity Value.

Approved this 11th day of January 2022 at Malolos City, Bulacan.

FR. NAP A. BALTAZAR
Chairman, Board of Trustees
TIN: 290-369-987-000

FR. ANGELITO S. SANTIAGO
Trustee
TIN: 286-572-804-000

DR. PELAGIA S. BAUTISTA
Trustee
TIN: 115-662-672-000

FR. ROMUALDO C. GO
Trustee
TIN: 413-316-167-000

EUFROCINA A. CABUHAT
Trustee
TIN: 156-769-596-000

ATTY. EUSEBIO P. DULATAS JR.
Trustee
TIN: 117-033-755-000

ENGR. DEXTER I. RAQUEL
Trustee
TIN: 201-377-659-000

SUBSCRIBED AND SWORN TO BEFORE ME, a duly authorized Notary Public for and in the above-named jurisdiction, on this day of JAN 11 2022 affiants who being known to me personally exhibited to me their identification documents indicated above and issued by the pertinent government agency bearing their signatures and photographs and who were sworn before me personally that they understood the contents of the Board Resolution and that the contents thereof are true and correct.

Doc. No.: 489
Page No.: 99
Book No.: XI
Series of 2022.

MANUEL P. PUNZALAN
Notary Public for the Prov. of Bulacan; Until December 31, 2022
Rm. 204, Capule Bldg. Catmon, Malolos, Bulacan
Serial No. PNC-65-MB-2020; Roll No. 23476
PTR No. 6350491, Malolos City, Bulacan/1/03/2022
IBP No. 145130, Ortigas Center, Pasig City 1/8/2021
MCLE Compliance No. vi-0026400/ April 26, 2019



PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.
#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022-02
(Approved by the Board of Trustees on January 28, 2022)

ADDITIONAL EXCESS FREE AND UNASSIGNED FUND BALANCE FOR MEMBERS' EQUITY

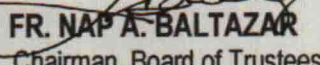
WHEREAS, a mutual benefit association shall only maintain free and unassigned surplus of not more than twenty per cent (20%) of its total liabilities as verified by the Insurance Commission. Any amount in excess shall be returned to the members by way of dividends, enhancing the equity value or providing benefits in kind and other relevant services.. (Ref. CL No. 2015-46)

WHEREAS, based on final IC Verification of the 2020 Annual Statement after reconsideration of some items, Praxis Fides Mutual Benefit Association, Inc. has additional excess Free and Unassigned Fund Balance amounting to P 10,787,268.64.

Therefore, let it be resolved as it is hereby resolved:

1. That Praxis Fides MBAI is hereby authorized that the additional excess in the Free and Unassigned Fund Balance based on the final IC Verification of the 2020 Annual Statement amounting to **PESOS: TEN MILLION SEVEN HUNDRED EIGHTY SEVEN THOUSAND TWO HUNDRED SIXTY EIGHT AND 64/100 (P 10,787,268.64)** shall be returned to the members by way of enhancing their equity value..

Approved this 28th day of January 2022 at Malolos City, Bulacan.


FR. NAP A. BALTAZAR
Chairman, Board of Trustees
TIN: 290-369-987-000


FR. ANGELITO S. SANTIAGO
Trustee
TIN: 286-572-804-000


DR. PELAGIA S. BAUTISTA
Trustee
TIN: 115-662-672-000


FR. ROMUALDO C. GO
Trustee
TIN: 413-316-167-000

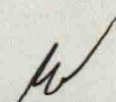

EUFROCINA A. CABUHAT
Trustee
TIN: 156-769-596-000


ATTY. EUSEBIO P. DULATAS JR.
Trustee
TIN: 117-033-755-000


ENGR. DEXTER I. RAQUEL
Trustee
TIN: 201-377-659-000

SUBSCRIBED AND SWORN TO BEFORE ME, a duly authorized Notary Public for and in the above-named jurisdiction, on this day of JAN 28 2022, affiants who being known to me personally exhibited to me their identification documents indicated above and issued by the pertinent government agency bearing their signatures and photographs and who were sworn before me personally that they understood the contents of the Board Resolution and that the contents thereof are true and correct.

Doc. No.: 119
Page No.: 105
Book No.: 11
Series of 2022.


MANUEL P. PUNZALAN
Notary Public for the Prov. of Bulacan; Until December 31, 2022
Rm. 204, Capule Bldg. Catmon, Malolos, Bulacan
Serial No. PNC-65-MB-2020; Roll No. 23476
PTR No. 6350461, Malolos City, Bulacan/1/04/2022
IBP No. 145130, Ortigas Center, Pasig City 1/8/2021
MCLE Compliance No. VI-0026400/ April 23, 2019



PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.

#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
 Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022-03
 (Approved by the Board of Trustees on January 28, 2022)

AUTHORITY TO SIGN AFFIDAVIT OF AUTHENTICITY

WHEREAS, the Insurance Commission conducts a yearly inventory of documents to support the company's assets as of the end of a particular calendar year. Due to the pandemic, the yearly inventory is done virtually for safety reasons.

WHEREAS, the Insurance Commission requires an Affidavit of Authenticity to be signed by a duly authorized employee of the corporation who shall present the required documents and certify its authenticity as well as the truth and correctness of the data before the IC representative(s).

Therefore, let it be resolved as it is hereby resolved:

1. THAT Praxis Fides MBAI hereby authorized MS. ELLAINE CARLA M. PASCO, Internal Comptroller of the corporation, to sign the Affidavit of Authenticity to certify that all electronically submitted documents to support the company's assets as of December 31, 2021 and which are the subject for physical inventory and validation by the Insurance Commission's authorized representative(s) are all authentic and the data/facts contained therein are true and correct."

Approved this 28th day of January 2022 at Malolos City, Bulacan.

FR. NAP A. BALTAZAR
 Chairman, Board of Trustees
 TIN: 290-369-987-000

FR. ANGELITO S. SANTIAGO
 tee
 TIN: 286-572-804-000

DR. PELAGIA S. BAUTISTA
 Trustee
 TIN: 115-662-672-000

FR. ROMUALDO C. GO
 TIN: 413-316-167-000

EUFROCINA A. CABUHAT
 Trustee
 TIN: 156-769-596-000

ATTY. EUSEBIO P. DULATAS JR.
 Trustee
 TIN: 117-033-755-000

ENGR. DEXTER I. RAQUEL
 Trustee
 TIN: 201-377-659-000

SUBSCRIBED AND SWORN TO BEFORE ME, a duly authorized Notary Public for and in the above-named jurisdiction, on this day of FEB 08 2022 affiants who being known to me personally exhibited to me their identification documents indicated above and issued by the pertinent government agency bearing their signatures and photographs and who were sworn before me personally that they understood the contents of the Board Resolution and that the contents thereof are true and correct.

Doc. No.: 19
 Page No.: 05
 Book No.: XII
 Series of 2022.

MANUEL P. PUNZALAN
 Notary Public for the Prov. of Bulacan; Until December 31, 2022
 Rm. 204, Capule Bldg. Catmon, Malolos, Bulacan
 Serial No. PNC-69-MB-2020; Roll No. 23476
 PTR No. 6350 41 Malolos City, Bulacan/1/03/2022
 IDP No. 145130, Ortigas Center, Pasig City 1/8/2021
 NICLE Compliance No. VI-0020-001 April 28, 2019



PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.
#35 Pasco del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022-04
(Approved by the Board of Trustees on January 28, 2022)

FINANCIAL ASSISTANCE FOR COVID+ MEMBERS OF THE WORKFORCE

WHEREAS, the Covid-19 pandemic has infected several members of the workforce, some may have been less serious than the others but definitely brought about unexpected medical expenses;

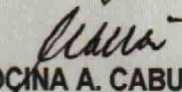
WHEREAS, the Association has a limited medical benefits package to cover the cost of medication and such benefit is performance-based and does not apply to non-performing Area Representatives;

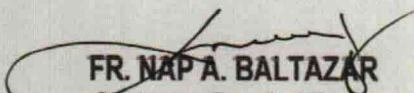
Therefore, let it be resolved as it is hereby resolved:

1. THAT Praxis Fides MBAI hereby authorized the release of a financial assistance package amounting to **FORTY TWO THOUSAND PESOS ONLY (P 42,000.00)** to benefit twenty eight (28) members of the workforce (**P 1,500.00 each**) who tested positive of Covid-19. This benefit is given regardless of the performance status of the Area Representative.
2. THAT the financial assistance package is a **one-time benefit** only as the rollout of vaccine has increased and everyone should be responsible to make the necessary safeguard to protect one's self against the virus.

Approved this 28th day of January 2022 at Malolos City, Bulacan.


FR. ANGELITO S. SANTIAGO
Trustee


EUFROCINA A. CABUHAT
Trustee


FR. NAPA A. BALTAZAR
Chairman, Board of Trustees


DR. PELAGIA S. BAUTISTA
Trustee


ATTY. EUSEBIO P. DULATAS JR.
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FR. ROMUALDO C. GO
Trustee


ENGR. DEXTER I. RAQUEL
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MUTUAL BENEFIT ASSOCIATION, INC.
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Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022-05
(Approved by the Board of Trustees on January 28, 2022)

VALIDITY OF PROXY FORMS AND TERM OF OFFICE OF ELECTED TRUSTEE
(Amendment of Board Resolution No. 2020-21)

WHEREAS, the Board Resolution No. 2020-21 approved by the Board of Trustees on August 28, 2020 provided for the following: 1) PF Board of Trustee has a cumulative term of nine (9) years or 3 terms x 3 years per term and 2) Validity of Proxy Form is only one (1) year;

WHEREAS, in the 2021 Election Rules and Guidelines, the term of office of elected Trustee has been extended to four (4) years;

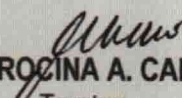
WHEREAS, the validity of Proxy Form was returned to five (5) years upon the request of the AC Officers to revert to the original validity period;

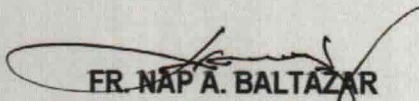
Therefore, let it be resolved as it is hereby resolved:

1. THAT Praxis Fides MBAI hereby authorized to extend the term of office of an elected Trustee to **four (4) years.**
2. THAT the validity of Proxy Form is extended to **five (5) years.**

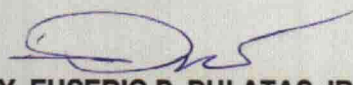
Approved this 28th day of January 2022 at Malolos City, Bulacan.


FR. ANGELITO S. SANTIAGO
Trustee


EUFROCINA A. CABUHAT
Trustee


FR. NAP A. BALTAZAR
Chairman, Board of Trustees


DR. PELAGIA S. BAUTISTA
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BOARD RESOLUTION NO. 2022-06
(Approved by the Board of Trustees on January 28, 2022)

EXCESS QUARANTINE / ISOLATION PERIOD CHARGED TO VACATION LEAVE

WHEREAS, the Department of Health (DOH) has released the updated quarantine and isolation period for Covid-19 close contact and infected persons under the general public category;

WHEREAS, the Corporate Governance Committee has approved a standard policy to cover the absences of employees who may be required to observe quarantine or isolation due to the Covid-19 virus;

WHEREAS, the Corporate Governance Committee has also approved to subsidize the cost of antigen test of Praxis Fides employees (both Head Office and branch staff) to ensure the safety and protection of all personnel.

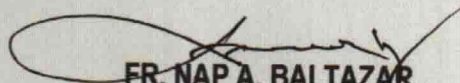
Therefore let it be resolved as it is hereby resolved:

1. That the company will follow the quarantine or isolation period required for the general public, as follows:

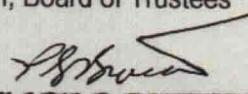
CLASSIFICATION	NO. OF DAYS
Close Contact	5 days (from date of exposure)
Positive (Asymptomatic, Mild Case)	10 days (from + test)

2. That the absence of the employee due to quarantine or isolation shall not be charged against his leave credits. However, any absence in excess of the DOH standard (in case of lingering presence of symptoms) shall be deducted against the employee's vacation leave and sick leave balances.
3. That the company shall subsidize the cost of antigen test up to maximum of three (3) times in a year to confirm the health status of an employee if he is a Covid-19 probable and subsequently another confirmatory antigen test after isolation to ensure the employee is clear (-) before reporting back to work.

Approved this 28th day of January 2022 at Malolos City, Bulacan.



FR. NAP A. BALTAZAR
Chairman, Board of Trustees



FR. ANGELITO S. SANTIAGO
Trustee


DR. PELAGIA S. BAUTISTA
Trustee


FR. ROMUALDO C. GO
Trustee


EUFROCINA A. CABUHAT
Trustee


ATTY. EUSEBIO P. DULATAS JR.
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ENGR. DEXTER I. RAQUEL
Trustee



PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.
#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022-07
(Approved by the Board of Trustees on January 28, 2022)

PAALAM GIFT + FINANCIAL ASSISTANCE FOR RETIRED ACs and ARs

WHEREAS, the Paalam Gift is an existing separation pay benefit given to members of the workforce upon reaching the mandatory retirement age;

WHEREAS, the existing Paalam Gift package was designed for maximum 20 years in service, however, it was recommended for upgrading due to some members have already rendered 20+ years in service;

WHEREAS, the Board of Trustees decided to retain the old package and approved a financial assistance package to be approved on a case to case basis depending on the financial condition of the Association;

Therefore, let it be resolved as it is hereby resolved:

1. THAT Praxis Fides MBAI approved to release the Paalam Gift + Financial Assistance Package for 2021 retired members of the workforce, breakdown as follows:

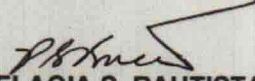
Name of AR	Age	Orig. Paalam Gift	Financial Assistance	Total Amount Payable
Eligio, Simeona M.	76	36,000.00	2,000.00	38,000.00
San Jose, Leoncia M	75	98,000.00	7,000.00	105,000.00
Mariano, Efren V	70.8	48,000.00	8,000.00	56,000.00
Robes, Adelina G	69	9,000.00	2,000.00	11,000.00
Baltesca, Josephine T	66.6	27,000.00	2,000.00	29,000.00
TOTAL		218,000.00	21,000.00	239,000.00

Approved this 28th day of January 2022 at Malolos City, Bulacan.


FR. ANGELITO S. SANTIAGO
Trustee


EUFROCINA A. CABUHAT
Trustee


FR. NAP A. BALTAZAR
Chairman, Board of Trustees


DR. PELAGIA S. BAUTISTA
Trustee


ATTY. EUSEBIO P. DULATAS JR.
Trustee


FR. ROMUALDO C. GO
Trustee


ENGR. DEXTER I. RAQUEL
Trustee



PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.
#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558: (044) 662-4288

BOARD RESOLUTION NO. 2022-08
(Approved by the Board of Trustees on May 27, 2022)

UPGRADE OF OUT-PATIENT BENEFITS UNDER PF MEDICAL FUND

WHEREAS, the PF Medical Fund provides reimbursement of out-patient expenses to members of the BOT, staff and workforce covering check-up, medicines and laboratory tests;

WHEREAS, the current amount allowed for reimbursement is fixed at maximum of Five Thousand Pesos (P 5,000.00) valid for one (1) year and this benefit has not been modified since the PF Medical Fund was created;

WHEREAS, the amount of out-patient benefit needs upgrade to make it relevant in the present times especially with the increased cost of medicines and doctors' fees;

Therefore, let it be resolved as it is hereby resolved:

1. THAT Praxis Fides MBAI approved to upgrade the out-patient benefits under the PF Medical Fund in accordance with corresponding no. of units paid by trustees and staff and in the case of the workforce in accordance with their production.
2. THAT the maximum amount of out-patient benefits available per year shall be:

1 Unit	-	P 5,000.00
2 Units	-	P 7,500.00
3 Units	-	P 10,000.00

3. Effectivity Date: January 1, 2022 (retroactive).

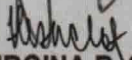
Approved this 27th day of May 2022 at Malolos City, Bulacan.

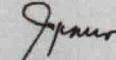

FR. ROMUALDO C. GO
Chairman, Board of Trustees


MA. ESTELA T. SANTOS
Trustee


ALLAN C. MARTIN
Trustee


JULIETA B. CRUZ
Trustee


VIRGINA B. SACLOT
Trustee


EMILIA M. PASCO.
Trustee


LIBERTY M. BARDINAS
Trustee



PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.
#35 Pasco del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022-09
(Approved by the Board of Trustees on May 27, 2022)

RELEASE OF PROVIDENT FUND-EMPLOYER SHARE

WHEREAS, the Provident Fund is a benefit approved for employees of Praxis Fides MBAI which allows them to borrow from the combined contributions of the employees and employer share. The employer share was a direct expense booked under Other Employees and Staff Benefits;

WHEREAS, in November 2020, the Board of Trustees resolved to discontinue the contributions of the employer as a cost-saving measure for the company;

WHEREAS, the employees withdrew their personal share from the Provident Fund but left the accumulated amount of employer share in the depository account;

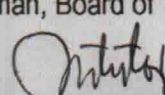
WHEREAS, the employees requested for the release of the employer share since the counterpart employees' share were already distributed to the employees;

Therefore, let it be resolved as it is hereby resolved:

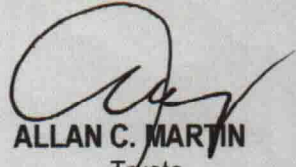
1. THAT Praxis Fides MBAI hereby authorized the release of the Provident Fund-Employer Share for distribution to the respective members/employees accordingly.
2. THAT the Provident Fund-Employer Share be released and distributed not later than **June 30, 2022**.


Approved this 27th day of May 2022 at Malolos City, Bulacan.


FR. ROMUALDO C. GO
Chairman, Board of Trustees

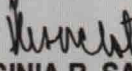

MA. ESTELA T. SANTOS
Trustee


EMILIA M. PASCO
Trustee


ALLAN C. MARTIN
Trustee


LIBERTY M. BARDINAS
Trustee


JULIETA B. CRUZ
Trustee


VIRGINIA B. SACLOT
Trustee



PRAXIS FIDES

MUTUAL BENEFIT ASSOCIATION, INC.

#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558: (044) 662-4288

BOARD RESOLUTION NO. 2022 -10 (Approved by the Board of Trustees on June 28, 2022)


EDUCATIONAL ASSISTANCE

WHEREAS, the Educational Assistance is cash benefit equivalent to one (1) month salary of each employee and this benefit is divided equally into two (2) parts and released in May and September yearly to help the employees in the educational expenses of their children.

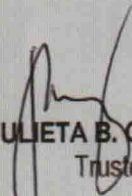
Therefore let it be resolved as it is hereby resolved:

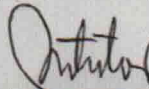
1. That the first part of Educational Assistance be released not later than **June 30, 2022.**

Approved this 28th day of June 2022 at Malolos, Bulacan.

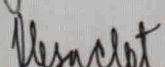

FR. ROMUALDO C. GO


Chairman, of the Board of Trustees

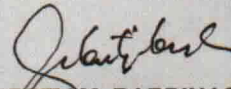

JULIETA B. CRUZ
Trustee


MA. ESTELA T. SANTOS
Trustee

ALLAN C. MARTIN
Trustee


VIRGINIA B. SACLOT
Trustee


EMILIA M. PASCO
Trustee


LIBERTY M. BARDINAS
Trustee



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MUTUAL BENEFIT ASSOCIATION, INC.
#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558: (044) 662-4288

BOARD RESOLUTION NO. 2022 -11
(Approved by the Board of Trustees on June 28, 2022)

Policies related to Withdrawal Fee, Cancelled Loan or Withdrawal Transaction Fee, & Bank Charge

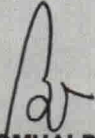
WHEREAS, the Praxis Fides MBAI to have a proper written guideline pertaining to collections of fees from Withdrawal Fee, Cancelled Loan or Withdrawal Transaction Fee, & Bank Charge.


Therefore let it be resolved as it is hereby resolved:

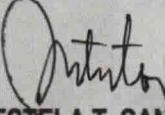
To collect from member/s the following fee/s

- i. "Waive of withdrawal fee of 1.5% from surrender value or minimum of P200 if plan is matured or maturing within the year.
- ii. Waive of withdrawal fee for plans subject to "compulsory withdrawal for age ≥ 65 years old of which date of membership is $\leq 3/31/2019$
- iii. Imposition of Cancelled Check Fee (CFF) of P100 for cancelled loan or withdrawal transactions
- iv. .Bank charge of P200 for inter-branch deposit for insurance claims transaction"

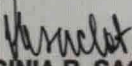
Approved this 28th day of June 2022 at Malolos, Bulacan.

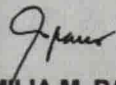

FR. ROMUALDO C. GO
Chairman, of the Board of Trustees

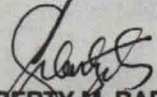

JULIETA B. CRUZ
Trustee


MA. ESTELA T. SANTOS
Trustee


ALLAN C. MARTIN
Trustee


VIRGINIA B. SACLOT
Trustee


EMILIA M. PASCO
Trustee


LIBERTY M. BARDINAS
Trustee



PRAXIS FIDES

MUTUAL BENEFIT ASSOCIATION, INC.

#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022-12

Approved by the Board of Trustees on 29th July 2022
Motorcycle Loan for Qualified Workforce (Addendum)

WHEREAS, Motorcycle Loan for Qualified Workforce as their personal service due to lack of public transportation in time of pandemic was approved by the Board of Trustees last July 2020 thru the effort of Credit Committee 2020;

WHEREAS, the Credit Committee 2022 recommends to continue the Motorcycle Loan for Qualified Workforce as their additional benefit, and to ensure the health and safety of our workforce during field work;

WHEREAS, the Praxis Fides MBAI thru Credit Committee proposed to offer Motorcycle Loan for Qualified Workforce; workforce includes ACs, Qualified ARs, and Employees;

WHEREAS, the following terms and conditions shall be applied;

	AC/ AR	EMPLOYEE
Kind of Motorcycle:	<ul style="list-style-type: none"> - Must be Brand New Motorcycle; - Official Receipt (OR) and Cert. of Registration (CR) must be surrendered at PFO. - Loanable amount depends on the quotation/ actual amount. 	
Category and Amount:	P1 \geq 325 active members; 120,000.00 max. P2 \geq 225 active members; 80,000.00 max. P4 <225 active members; 60,000.00 max.	Maximum 120,000.00 only
Incentive/ Salary:	P1 \geq 325 :10,000.00 ave. incentive for 6 mos. P2 \geq 225 : 8,000.00 ave. incentive for 6 mos. P4 <225 : 5,000.00 ave. incentive for 6 mos	With take home pay of 50% of monthly salary
Yrs. of Service:	3 years in service	3 years in service
Conditions:	<ul style="list-style-type: none"> - No URC - No Support loan - No Collateral loan - No Privilege loan 	<ul style="list-style-type: none"> - No Salary loan - No Collateral and - No Privilege loan
Mode of Payment:	Incentive Deduction	Salary Deduction
Requirements:	<ul style="list-style-type: none"> - Loan Application Form with recommendation from AC/ Division Head - 2x2 picture of borrower/ spouses - 2 Gov't IDs - Quotation of motorcycle/ tricycle (sidecar) - 6 months' pay slip - Equity must be 3% of the loanable amount - Promissory Note (PFO) 	
Rates & Charges:	<ul style="list-style-type: none"> - Interest Rate: 8% Diminishing Rate - Term: 1-3 years only. - Service Fee: 3% - Notarial Fee: 500.00 - Insurance: PF membership insurance (Workforce in good standing/ physically fit) and must comply yearly Comprehensive Insurance. 	
Penalties and Default Payment:	1.5% of the amortization due. Workforce who will fail to pay his loan obligation, PF has the right to deduct his entire obligation from his retirement or other fund/s.	
Ownership:	Non- transferable; For qualified workforce, that is not able to drive to drive due to over age issue and for security purpose, can assign their family member/immediate family to use their unit.	




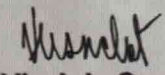
PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.
#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

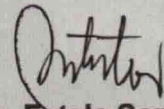
Therefore let it be resolved as it is hereby resolved:

"THAT Praxis Fides MBI is authorized to continue Motorcycle/ Tricycle Loan for Qualified Workforce as their personal service and additional benefit. Provided that the qualified workforce meets the following terms and conditions above."

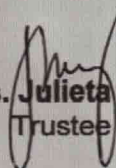
Approved this 29th of July, 2022 at Malolos City, Bulacan.

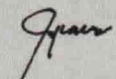

Rev. Fr. Romulado Go
Chairman of the Board

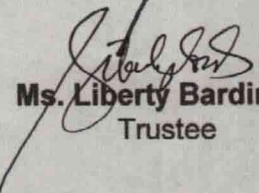

Ms. Virginia Saclot
Trustee


Ma. Estela Santos
Trustee


Mr. Allan Martin
Trustee 7/29/22


Ms. Julieta Cruz
Trustee 7/29/2022


Ms. Emelia Pasco
Trustee


Ms. Liberty Bardinas
Trustee 7/29/22



PRAXIS FIDES

MUTUAL BENEFIT ASSOCIATION, INC.

#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558: (044) 662-4288

BOARD RESOLUTION NO. 2022-13

Approved by the Board of Trustees on 29th July 2022

OFFER LOWER INTEREST RATE FOR BIG EQUITIES

WHEREAS, the Pandemic changed our world in many different ways and has created one of the most severe global economic crisis and profound impact on the insurance industry too;

WHEREAS, with the uncertainties brought by Corona virus pandemic, the Praxis Fides MBAI thru Credit Committee proposed to offer "**LOWER INTEREST RATE FOR BORROWERS WITH BIG EQUITIES**";

WHEREAS, loan rate to be change to lower interest rate;

EXISTING RATE	LOWER INTEREST RATE	TERM	SF	LOANABLE AMOUNT
5%	3%	6 mos- Monthly	2%	90%
10%	6%	12 mos- Monthly	3%	80%
7%	5%	6mos- Lump sum	2%	90%
14%	10%	12 mos- Lump sum	3%	80%

WHEREAS, through this Loan Marketing Program we aim to,

- i. To promote Loan Maximization Program to our selected members whose membership is greater than 50,000.00;
- ii. To encourage our members to participate and contribute for the program;
- iii. To help members meet developmental needs and other financial requirements at relatively low interest.
- iv. To maximize the company's earnings through loans and minimize loss by strengthening collection procedures.

WHEREAS, all selected members can avail the LOWER INTEREST RATE, which includes the same conditions and requirements:

- i. Active members,
- ii. Member whose net contribution/ equities not less than P50,000.00,
- iii. New loans application only and,
- iv. 80%- 90% loanable amount based on their net contribution/ equity.

WHEREAS, members are selected to use their net contribution/ equities as their security;

WHEREAS, this Loan Marketing Program for selected members is only offered for a period of four (4) months from August 15, 2022 to December 28, 2022 only.




PRAXIS FIDES MUTUAL BENEFIT ASSOCIATION, INC.

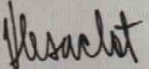
#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558: (044) 662-4288


Therefore be it resolved as it is hereby resolved:

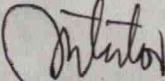
"THAT Praxis Fides MBI be authorized to offer Pandemic Loan Program for qualified members as their assistance during quarantine period and to give hope to our members in time of pandemic, the time duration for the application is only for four (4) months period August 15, 2020- December 28, 2022 only. Provided that the qualified member meets the following terms and conditions above."

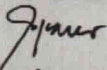
Approved this 29th of July, 2022 at Malolos City, Bulacan.


Rev. Fr. Romulado Go
Chairman of the Board

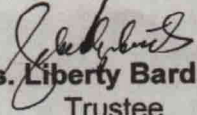

Ms. Virginia Saclot
Trustee


Ms. Julieta Cruz
Trustee


Ma. Estela Santos
Trustee


Ms. Emelia Pasco
Trustee


Mr. Allan Martin
Trustee


Ms. Liberty Bardinias
Trustee



PRAXIS FIDES MUTUAL BENEFIT ASSOCIATION, INC.

35 Paseo del Congreso, Catmon, City of Malolos, Bulacan

Tel Nos. (044) 662-4288; (044) 791-3558

BOARD RESOLUTION NO.2022-14

(Approved by the Board of Trustees on July 29, 2022)

Employees' Benefits from PF Collection Income Fund

WHEREAS, the following Employees' benefits of the PRAXIS FIDES MBAI are in cash given to officers and staff, where the funds are from the PF Collection Income Fund to wit:

Name of Benefit	Date of Release
1. 5 POINT Performance bonus	every 1 st week of March
2. Educational Assistance (1 st Tranche)	every 1 st Week of May
3. Educational Assistance (2 nd Tranche)	every 1 st week of Sept.
4. Financial Assistance	every 1 st week of Dec.

Whereas, the above-mentioned benefits are all subject to the availability of funds.

Therefore let it be resolved as it is hereby resolved:

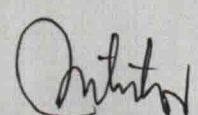
1. That the release of the said benefit is subject to the funds available in the PF Collection Income fund; and
2. That after the release of the benefits in items 1 & 2, if the remaining balance in the PF Collection fund is insufficient enough to cover total amount of the benefit listed in item 3, the officers and employees of PFMBAI understand that whatever the balance left will be divided equally to them.


FR. ROMUALDO C. GO


Chairman, of the Board of Trustees


JULIETA B. CRUZ

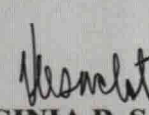
Trustee


MA. ESTELA T. SANTOS

Trustee


ALLAN C. MARTIN

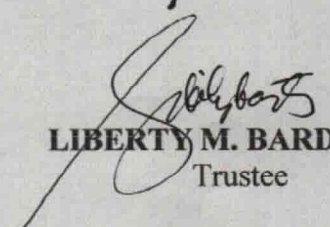
Trustee


VIRGINIA B. SACLOT

Trustee


EMILIA M. PASCO

Trustee


LIBERTY M. BARDINAS

Trustee



PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.
#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022-15
(Approved by the Board of Trustees on June 28, 2022)

PRESIDENT AS OFFICIAL COMPANY SIGNATORY

WHEREAS, the position title of the Chief Executive Officer of Praxis Fides Mutual Benefit Association has been replaced from General Manager to President with signing authority that comes with the position;

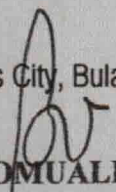
WHEREAS, Mr. Gener C. Luciano is currently the President of Praxis Fides Mutual Benefit Association;


WHEREAS, Mr. Gener C. Luciano has authorized Mr. Jasper G. Jose to facilitate the transfer of Tax Declaration covering three (3) parcels of land situated in Barangay Sto. Cristo, San Jose Del Monte City;

Therefore, let it be resolved as it is hereby resolved:


1. THAT Praxis Fides MBAI approved the appointment of Mr. Gener C. Luciano as President of Praxis Fides Mutual Benefit Association, Inc.;
2. That Mr. Gener C. Luciano is authorized to sign on all documents related to the company's official transactions..

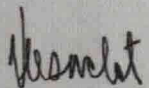
Approved this 28th day of June 2022 at Malolos City, Bulacan.

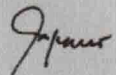

FR. ROMUALDO C. GO
Chairman, of the Board of Trustees

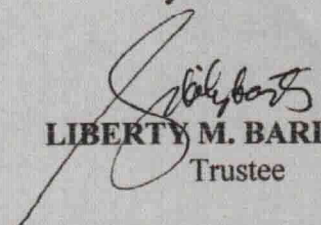

JULIETA B. CRUZ
Trustee


MA. ESTELA T. SANTOS
Trustee


ALLAN C. MARTIN
Trustee


VIRGINIA B. SACLOT
Trustee


EMILIA M. PASCO
Trustee


LIBERTY M. BARDINAS
Trustee



PRAXIS FIDES MUTUAL BENEFIT ASSOCIATION, INC.

2F Praxis Fides Bldg., #35 Paseo del Congreso, Catmon, City of Malolos, Bulacan

Tel Nos. (044) 662-4288, (044) 791-3558

BOARD RESOLUTION NO. 2022-17

(Approved by the Board of Trustees on September 30, 2022)

WHEREAS, Praxis Fides MBI acquired memorial lots from Manila Memorial Park Bulacan for sale to members and non-members of the Association;

WHEREAS, Praxis Fides MBI authorized the transfer of ownership to the buyers upon receipt of the full payment covering the purchase price of the memorial lots;

WHEREAS, Praxis Fides MBI designated Gener C. Luciano to represent the Corporation and to sign on all documents relative to the transfer of ownership of sold lots of Manila Memorial Park-Bulacan.

Therefore let it be resolved as it is hereby resolved:

1. That Praxis Fides MBI be authorized to transfer the ownership of the memorial lots to fully-paid buyer/s indicated, as follows:

No.	Buyer	Description	Section	Block	Lot	Map No.	Contract No.
1	PAUL NOEL L. SIBUG	Lawn Lot - Regular	Emerald Acres	LO162	O	37	4018391
2	PAUL NOEL L. SIBUG	Lawn Lot - Regular	Emerald Acres	LO162	Q	37	4018395
3	NICOLE PAULA L. SIBUG	Lawn Lot - Regular	Emerald Acres	LO162	N	37	4018390
4	FLORITA L. SIBUG	Lawn Lot - Regular	Emerald Acres	LO162	P	37	4018392
5	ELEONOR B. SANTOS	Lawn Lot - Regular	Emerald Acres	LO527	G	70	4018436
6	IMELDA LARA	Lawn Lot - Regular	Emerald Acres	LO544	O	70	4018469
7	IMELDA LARA	Lawn Lot - Regular	Emerald Acres	LO544	P	70	4018468

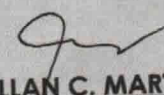
2. That Gener C. Luciano be authorized to be the signatory on all documents relative to the transfer of ownership for fully-paid memorial lot purchases.

Approved this 30th day of September, 2022 at City of Malolos, Bulacan.

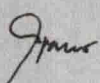

REV. FR. ROMUALDO C. GO
Chairman, Board of Trustees

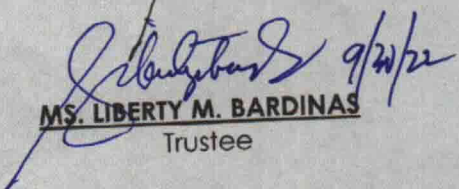

MS. JULIETA B. CRUZ
Trustee


MS. MA. ESTELA T. SANTOS
Trustee


MR. ALLAN C. MARTIN
Trustee


MS. VIRGINIA B. SACLOT
Trustee


MS. EMILIA M. PASCO
Trustee


MS. LIBERTY M. BARDINAS
Trustee



PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.
#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022 -18
(Approved by the Board of Trustees September 30, 2022)

Matured Accounts to be treated as "Other Income"

WHEREAS, the Matured accounts should be withdrawn by the member/s upon maturity of his/her plan,

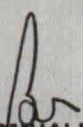
Whereas, the matured accounts affects the seriatim (member's file) list of members and member's equity having no insurance,

Therefore let it be resolved as it is hereby resolved:

1. THAT, the matured plans with surrender value of ≤ 500 .
2. That, the matured plans with initial contribution only.
3. That, the matured plans under the case of the late Msgr. Macario Manahan.
4. That, all plans paid by the late Msgr. Macario Manahan.
5. That, the matured plan was written-off in year 2003.
6. That the matured plans of members with properties foreclosed by PFMBAI.

That, the above lists of accounts be treated as other income.

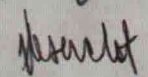
Approved this 30th day of September 2022 at Malolos, Bulacan.

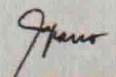

FR. ROMUALDO C. GO
Chairman, of the Board of Trustees

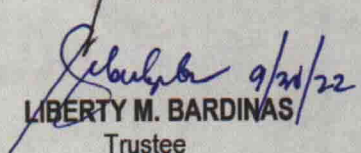

JULIETA B. CRUZ
Trustee


MA. ESTELA T. SANTOS
Trustee


ALLAN C. MARTIN
Trustee


VIRGINIA B. SACLOT
Trustee


EMILIA M. PASCO
Trustee


LIBERTY M. BARDINAS
Trustee



PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.
#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022 -21

(Approved by the Board of Trustees September 30, 2022)

Human Resource Information System (HRIS) of Veterans Bank

WHEREAS, Veterans Bank presented and offered an In-House Human Resource Information System (HRIS) to the Board of Trustees, Officers and Staff of Praxis Fides MBAI that will automate the generation of Accounting and HR reports;

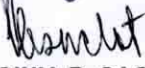
WHEREAS, the Human Resource Information System (HRIS) being offered is free of charge in exchange for an Average Daily Balance (ADB) to be maintained with Veterans Bank.


Therefore let it be resolved as it is hereby resolved:


1. THAT, Praxis Fides MBAI approved to acquire the Human Resource Information System (HRIS) offered by Veterans Bank - Malolos Branch.
2. THAT, the Human Resource Information System (HRIS) to be availed shall be used next year.

Approved this 30th day of September 2022 at Malolos City, Bulacan.

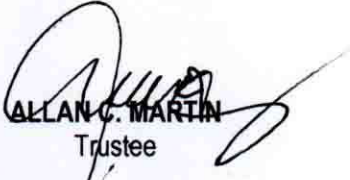

JULIETA B. CRUZ
Trustee



VIRGINIA B. SACLOT
Trustee


FR. ROMUALDO C. GO
Chairman, of the Board of Trustees


MA. ESTELA T. SANTOS
Trustee


EMILIA M. PASCO
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ALLAN C. MARTIN
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LIBERTY M. BARDINAS
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PRAXIS FIDES MUTUAL BENEFIT ASSOCIATION, INC.

#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022 -22 (Approved by the Board of Trustees September 30, 2022)

Rolee Software Services Program

WHEREAS, Praxis Fides MBI has an In-house System, created and developed customarily to produce and generate what the association needs;


WHEREAS, Praxis Fides MBI's memberships grow bigger every year and there is an urgent need that the association be system ready.

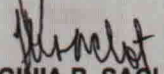
WHEREAS, the Rolee Software Services offers a modernized system which can adapt to changes and easy migration.


Therefore let it be resolved as it is hereby resolved:

1. THAT, Praxis Fides MBI approved to acquire the new system offered by Rolee Software Services amounting ₱67,200 for a specific software packages only.
2. THAT, the new system provider should deliver their output for a period of fifteen (15) to forty-five (45) days upon receipt of financial formats such as Chart of Accounts, Cost Centers, Format of Financial Statements, Forms and Reports, Detailed Specification (Proforma Entries, Client List, Supplier List), etc.

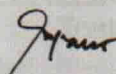
Approved this 30th day of September 2022 at Malolos City, Bulacan.



JULIETA B. CRUZ
Trustee

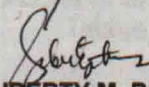

VIRGINIA B. SACLOT
Trustee


FR. ROMUALDO C. GO
Chairman, of the Board of Trustees


MA. ESTELA T. SANTOS
Trustee


EMILIA M. PASCO
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ALLAN C. MARTIN
Trustee


LIBERTY M. BARDINAS
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#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022 -23 (Approved by the Board of Trustees September 30, 2022)

Bank Signatories

WHEREAS, Praxis Fides MBAI bank check signatories include the President, Chairman of the Board and the Board of Trustee-Treasurer;

WHEREAS, starting November 2022 Praxis Fides MBAI's check signatories shall include the President and the Branch Manager concerned;

WHEREAS, in the absence of the President of Praxis Fides MBAI, the Head of Finance and the Branch Manager are the signatories;

Therefore let it be resolved as it is hereby resolved:

1. THAT, Praxis Fides MBAI approved that the President and Branch Manager are the check signatories.
2. THAT, in the absence of the President, the Division Chief of Finance becomes one (1) of the signatories.

Approved this 30th day of September 2022 at Malolos City, Bulacan.

FR. ROMUALDO C. GO
Chairman, of the Board of Trustees

JULIETA B. CRUZ
Trustee

MA. ESTELA J. SANTOS
Trustee

ALLAN C. MARTIN
Trustee

VIRGINIA B. SACLOT
Trustee

EMILIA M. PASCO
Trustee

LIBERTY M. BARDINAS
Trustee



PRAXIS FIDES MUTUAL BENEFIT ASSOCIATION, INC.

#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558: (044) 662-4288

BOARD RESOLUTION NO. 2022 -24 (Approved by the Board of Trustees September 30, 2022)

Litigation Expenses

WHEREAS, on September 14, 2022 the President of Praxis Fides MBAI and the four (4) newly elected Board of Trustees in the 31st Annual General Assembly held on April 21, 2022 at Immaculate Conception Major Seminary Tabo, Guiguinto, Bulacan received a complaint about the validity of election process;

WHEREAS, That there were four (4) Board of Trustees who resigned during the Special Meeting held in the principal office of the association on April 19, 2022 and two (2) others who finished their terms, leaving six (6) available seats for the Board of Trustees;


WHEREAS, The General Membership elected six (6) new Board of Trustees in the 31st Annual Assembly on April 21, 2022;

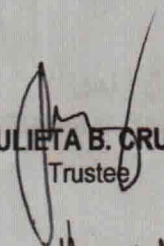
WHEREAS, The four (4) resigned Board of Trustees dragged the four (4) newly elected trustees and the President in court;


Therefore let it be resolved as it is hereby resolved:


1. THAT, Praxis Fides MBAI approved that the Litigation Expenses shall be shouldered by the association.
2. THAT, Praxis Fides MBAI approved to engage the services of Atty. Ferdinand Ramos, as the defendants Counsel.

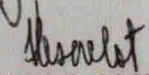
Approved this 30th day of September 2022 at Malolos City, Bulacan.

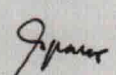

FR. ROMUALDO C. GO
Chairman, of the Board of Trustees

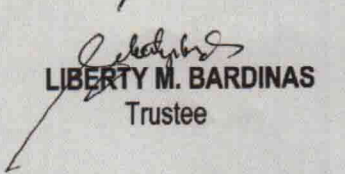

JULIETA B. CRUZ
Trustee


MA. ESTELA T. SANTOS
Trustee


ALLAN C. MARTIN
Trustee


VIRGINIA B. SACLOT
Trustee


EMILIA M. PASCO
Trustee


LIBERTY M. BARDINAS
Trustee



PRAXIS FIDES MUTUAL BENEFIT ASSOCIATION, INC.

35 Paseo del Congreso, Catmon, City of Malolos, Bulacan

Tel Nos. (044) 662-4288, (044) 791-3558

Mobile Nos. 0917-8264038, 0922-8032970

Email ad:praxisfides@gmail.com

Intention

BOARD RESOLUTION NO. 2022-25.1
(Approved by the Board of Trustees on 27th October 2022)
NOMINATION COMMITTEE

WHEREAS, Praxis Fides MBAI thru the Nomination Committee has set an additional qualifications for Praxis Fides MBAI Board of Trustee candidate.

Therefore let it be resolved as it is hereby resolved:

1. THAT members of the workforce can file a certificate of candidacy to run as Trustee.
2. THAT maximum of two (2) workforce is allowed to sit as members of the Board of Trustees simultaneously.
3. THAT this Board Resolution will take effect on March 18, 2023 Annual General Meeting.

Approved this 27th day of October 2022 at Malolos City, Bulacan.

FR
FR. ROMUALDO C. GO
Chairman, Board of Trustees

Julieta B. Cruz
JULIETA B. CRUZ
Trustee

Estela T. Santos
MA. ESTELA T. SANTOS
Trustee

Allan C. Martin
ALLAN C. MARTIN
Trustee

Virginia B. Saclot
VIRGINIA B. SACLOT
Trustee

Emilia M. Pasco
EMILIA M. PASCO
Trustee

Liberty M. Bardinias
LIBERTY M. BARDINAS
Trustee



Praxis Fides Mutual Benefit Association, Inc.

35 Paseo del Congreso, Catmon, City of Malolos, Bulacan

Tel Nos. (044) 662-4288; (044) 791-3558

BOARD RESOLUTION NO. 2022 -25.2 **(Approved by the Board of Trustees on October 27, 2022)**

TERM OF OFFICE OF ELECTED TRUSTEE

WHEREAS, the Board Resolution No. 2020-21 approved by the Board of Trustees on August 28, 2020 that PF Board of Trustee has a cumulative term of nine (9) years or 3 terms x 3 years per term;

WHEREAS, in the 2021 Election Rules and Guidelines, the term of office of elected Trustee has been extended to four (4) years;

WHEREAS, thru Nomination Committee on October 12, 2022 amended the term of office of an elected Trustee shall be three (3) years.

Therefore let it be resolved as it is hereby resolved:

1. THAT, Praxis Fides MBAI approved the term of office of an elected Trustee to **three (3) years only**.

Approved this 27th day of October 2022 at Malolos City, Bulacan.

FR. ROMUALDO C. GO
Chairman, of the Board of Trustees

JULIETA B. CRUZ
Trustee

MA. ESTELA T. SANTOS
Trustee

ALLAN C. MARTIN
Trustee

VIRGINIA B. SACLOT
Trustee

EMILIA M. PASCO
Trustee

LIBERTY M. BARDINAS
Trustee



Praxis Fides Mutual Benefit Association, Inc.

35 Paseo del Congreso, Catmon, City of Malolos, Bulacan

Tel Nos. (044) 662-4288; (044) 791-3558

BOARD RESOLUTION NO. 2022 -25.3 **(Approved by the Board of Trustees on October 27, 2022)**

VALIDITY OF PROXY FORMS

WHEREAS, the Board Resolution No. 2020-21 approved by the Board of Trustees on August 28, 2020 that the Validity of Proxy Form is only one (1) year;

WHEREAS, the validity of Proxy Form was returned to five (5) years upon the request of the AC Officers to revert to the original validity period.

WHEREAS, thru Nomination Committee on October 12, 2022 amended the validity of proxy forms shall be three (3) years.

Therefore let it be resolved as it is hereby resolved:

1. THAT, Praxis Fides MBAI approved that the validity of Proxy Form is to **three (3) years only.**

Approved this 27th day of October 2022 at Malolos City, Bulacan.

FR. ROMUALDO C. GO
Chairman, of the Board of Trustees

JULIETA B. CRUZ
Trustee

MA. ESTELA T. SANTOS
Trustee

ALLAN C. MARTIN
Trustee

VIRGINIA B. SACLOT
Trustee

EMILIA M. PASCO
Trustee

LIBERTY M. BARDINAS
Trustee



PRAXIS FIDES MUTUAL BENEFIT ASSOCIATION, INC.

#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022 -25 (Approved by the Board of Trustees October 20, 2022)

Transfer of Ownership (From Mercedita Luctu to Praxis Fides MBAI)

WHEREAS, on August 27, 2021 BR No. 2021-28.1 Mr. Gener C. Luciano is the President of Praxis Fides MBAI;


WHEREAS, the President main job is to oversee and manage all operations of the Association and implements policies and Board Resolutions through Administrative Actions;

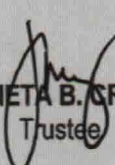
WHEREAS, the President powers and duties is to sign all papers and contract entered into for and in behalf of the Association;

Therefore let it be resolved as it is hereby resolved:


1. THAT, Praxis Fides MBAI approved that President Gener C. Luciano is the official signatory in all transactions of the Association.
2. THAT, Praxis Fides MBAI approved President Gener C. Luciano to sign the account for transfer of Ms. Mercedita Luctu.

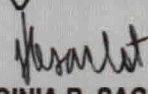
Approved this 20th day of October 2022 at Malolos City, Bulacan.

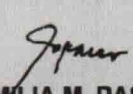

FR. ROMUALDO C. GO
Chairman, of the Board of Trustees

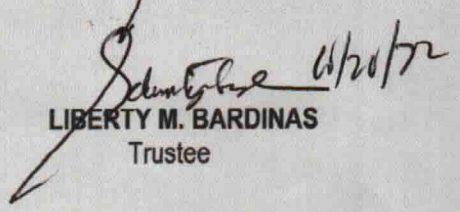

JULIETA B. CRUZ
Trustee


MA. ESTELA T. SANTOS
Trustee


ALLAN C. MARTIN
Trustee


VIRGINIA B. SACLOT
Trustee


EMLIA M. PASCO
Trustee


LIBERTY M. BARDINAS
Trustee

OCT 25 2022

SUBSCRIBED AND SWORN to before me this _____ day of _____ by the following affiant who exhibited to me their identification document indicated below and issued by the pertinent government agency bearing their signature and photograph and who has sworn before me personally that the contents of the foregoing Board Resolution No. 2022-25 are true and correct.

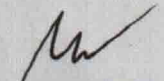
AFFIANT

Romualdo C. Go
Ma. Estela T. Santos
Emilia M. Pasco
Virginia B. Saclot
Julieta B. Cruz
Allan C. Martin
Liberty L. Bardinas

PROOF OF IDENTIFICATION

DL N25-09-001020
UMID CRN 006-0107-3675-3
DL C07-90-060299
SSS 03-9224833-4
SSS 33-0244843-5
DL H02-17-000836
UMID CRN 006-0010-3087-9

Doc.No. 451 ;
Page No. 96 ;
Book No. XIII ;
Series of 2022


MANUEL P. PUNZALAN
Notary Public for the Prov. of Bulacan; Until December 31, 2022
Rm. 204 Capule Bldg., Catmon, Malolos City, Bulacan
Serial No. PNC-65-MB-2020; Roll No. 23476
PTR No. 6350491 Malolos City, Bulacan/1/03/2022
IBP O.R. No. 178387 Ortigas Center, Pasig City 2/16/2022
MCLE Compliance No. VI-0026400/April 26, 2019



PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.
#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022 -26
(Approved by the Board of Trustees November 24, 2022)

WHEREAS, Praxis Fides MBAI has Cash Advances to MERALCO which may be refunded annually at the rate of 75% of the gross distribution revenue derived from customers directly tapped to the poles and facilities of the electric company;

WHEREAS, MERALCO has notified Praxis Fides MBAI that the total refund amounting to ₱95,694.22 is ready for processing subject to submission of documentary requirements.

Therefore let it be resolved as it is hereby resolved:

1. THAT, Praxis Fides MBAI authorizes GENER C. LUCIANO to act on behalf of the corporation, to transact with MERALCO and execute any documents with regard to cash advance refund;

Gener C. Luciano

Signature of Authorized Representative

2. THAT, Praxis Fides MBAI authorizes JASPER G. JOSE to claim and receive the refund check.

Jasper G. Jose
Signature of Authorized Staff to Claim Check

Approved this 24th day of November 2022 at Malolos City, Bulacan.

FR. ROMUALDO C. GO

FR. ROMUALDO C. GO
Chairman, of the Board of Trustees
TIN: 413-316-167-000

Julieta B. Cruz
JULIETA B. CRUZ
Trustee
TIN: 109-273-095

Virginia B. Saclot
VIRGINIA B. SACLOT
Trustee
TIN: 121-601-885

Ma. Estela T. Santos
MA. ESTELA T. SANTOS
Trustee
TIN: 188-741-642-000

Emilia M. Pasco
EMILIA M. PASCO
Trustee
TIN: 194-352-661-000

Allan C. Martin
ALLAN C. MARTIN
Trustee
TIN: 201-416-998

Liberty M. Bardinas
LIBERTY M. BARDINAS
Trustee
TIN: 184-606-192-000

SUBSCRIBED AND SWORN TO BEFORE ME, a duly authorized notary public for and in the above-named jurisdiction, on this day of NOV 25 2022, affiants who being known to me personally exhibited to me their identification document indicated above and issued by the pertinent government agency bearing their signatures and photographs and who was sworn before me personally that they understood the contents of the Board Resolution and that the contents thereof are true and correct.

Doc. No. 41
Page No. 10
Book No. XIV
Series of 2022.

Manuel P. Punzalan
MANUEL P. PUNZALAN
Notary Public for the Prov. of Bulacan; Until December 31, 2022
Rm. 204 Capule Bldg., Catmon, Malolos City, Bulacan
Serial No. PNC-65-MB-2020; Roll No. 23476
PTR No. 6350494 Malolos City, Bulacan/1/03/2022
IBP O.R. No. 178387/ Ortigas Center, Pasig City 2/16/2022
MCLE Compliance No. VI-0026400/April 26, 2019



PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.
#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022 -27
(Approved by the Board of Trustees November 24, 2022)

New Retirement Plan for Praxis Fides MBAI Employees

WHEREAS, Praxis Fides MBAI has an existing Retirement Plan for the employees which was approved by the previous Board of Trustees;

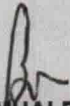
WHEREAS, the existing Retirement Plan offer a very generous package which may not be sustainable in the future;

WHEREAS, the current Board of Trustees upon the recommendation of the Compensation and Corporate Governance Committee has approved to amend the Retirement Plan based on the mandatory provisions of the law under R.A. 7641.

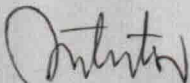
Therefore be it resolved as it is hereby resolved:

1. That Praxis Fides MBAI approved to release the earned retirement benefits of all existing employees computed based on the old package to be distributed on or before December 15, 2022. The applicable withholding taxes due resulting from the early withdrawal of the benefits shall be shouldered by the Association.
2. That Praxis Fides MBAI approved to amend the retirement plan for employees adopting the provisions of Republic Act 7641, otherwise known as "the Retirement Pay Law"
3. That the shift to the new retirement plan will take effect on January 1, 2022. In this regard, all employees will be re-hired on this date and future retirement benefits will be computed beginning on the period indicated herein.
4. That employees who will not qualify for retirement due to change in hiring date will be provided with a separation pay equivalent to earned retirement benefits.

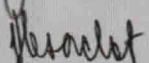
Approved this 24th day of November 2022 at Malolos City, Bulacan.



FR. ROMUALDO C. GO
Chairman, of the Board of Trustees


JULIETA B. CRUZ
Trustee


MA. ESTELA T. SANTOS
Trustee


ALLAN C. MARTIN
Trustee


VIRGINIA B. SACLOT
Trustee


EMILIA M. PASCO
Trustee


LIBERTY M. BARDINAS
Trustee



PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.
#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022-28
(Approved by the Board of Trustees on November 24, 2022)

PF Employees Yearly Performance Appraisal's Salary Increase

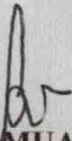
WHEREAS, Praxis Fides MBAI has an existing 10% Maximum Yearly Salary Increase also known as Employee's Performance Appraisal.


WHEREAS, the previous set of Board of Trustees approved a Pandemic Rate of 3% Maximum Increase on the employee's salary for the year 2020 proportionate to the Employee's Performance Appraisal of 2020.

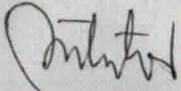
WHEREAS, the current Board of Trustees approved that the same rate of 3% across the board be used for the 2021 salary increase of PF's employees in the absence of the yearly evaluation.

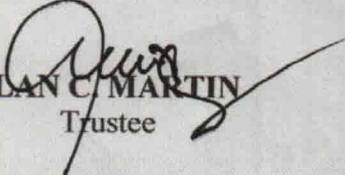
Therefore let it be resolved as it is hereby resolved:

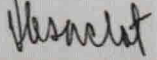
1. That for 2021 all employees of PFMBAI will receive a 3% salary increase.
2. That the said increase will be based on and incorporated into their basic salary only.
3. That the said increase is of great help to PF employees during these trying times when our country is currently experiencing a 7% inflation rate.
4. That for 2022, the employees' Accrual for Travel Expenses not to be used in 2022 be diminished by the amount of this increase and adjustment in the employee's salary in the amount of Php290,671.25 only.
5. That all employees of PFMBAI will receive a retroactive pay of their increase from January 2022 to November 2022, and their December 2022 payroll will be adjusted.

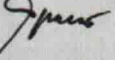

FR. ROMUALDO C. GO
Chairman, of the Board of Trustees

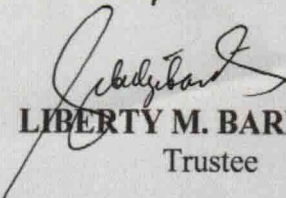

JULIETA B. CRUZ
Trustee


MA. ESTELA T. SANTOS
Trustee


ALLAN C. MARTIN
Trustee


VIRGINIA B. SACLOT
Trustee


EMILIA M. PASCO
Trustee


LIBERTY M. BARDINAS
Trustee



PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.
#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022 -29
(Approved by the Board of Trustees November 24, 2022)

Reclassification of 2020 & 2021 Unused Accrued Expenses

WHEREAS, Praxis Fides MBAI has an existing Workforce and Employee's travel benefits and PF Participation on Privilege Loan;

WHEREAS, the allocated budget for the years 2020 and 2021 was not used;

WHEREAS, the recommendation of the Praxis Fides MBAI President Mr. Gener C. Luciano and the Audit Committee is to reclass the previous years accrued expenses.

Therefore be it resolved as it is hereby resolved:

1. That Praxis Fides MBAI approved for the reclassification of 2020 and 2021 Accrued Expenses giving advantage in computing the earnings of the Association.
2. That Praxis Fides MBAI approved for the reclassification to fairly present the Association's savings from the Unused Workforce and Employee's travel benefits and PF Participation on Privilege Loan for the years 2020 and 2021.
3. That Praxis Fides MBAI approved the reclassification of the Unused Accrued Expenses increasing the Association's Free and Unassigned Surplus Account.

Approved this 24th day of November 2022 at Malolos City, Bulacan.

FR. ROMUALDO C. GO
Chairman, of the Board of Trustees

JULIETA B. CRUZ
Trustee

VIRGINIA B. SACLOT
Trustee

MA. ESTELA T. SANTOS
Trustee

EMILIA M. PASCO
Trustee

ALLAN C. MARTIN
Trustee

LIBERTY M. BARDINAS
Trustee



PRAXIS FIDES
MUTUAL BENEFIT ASSOCIATION, INC.
#35 Paseo del Congreso, Catmon, City of Malolos, Bulacan
Tel. No. (044) 791-3558; (044) 662-4288

BOARD RESOLUTION NO. 2022 -31
(Approved by the Board of Trustees December 9, 2022)

Sale of Guyong, Sta. Maria, Bulacan Property

WHEREAS, Praxis Fides MBAI owns a parcel of land situated in Barangay Guyong, Sta. Maria, Bulacan with an area of One Hundred Eighteen (118) square meters more or less under TCT No. 040-2021016310;

WHEREAS, the property is offered for sale and a buyer has expressed interest to buy the property.

Therefore let it be resolved as it is hereby resolved:

1. That Praxis Fides MBAI be authorized to sell the property situated in Barangay Guyong, Sta. Maria, Bulacan with an area of One Hundred Eighteen (118) square meters more or less at the price of Eight Thousand Two Hundred Pesos (₱ 8,200.00) per square meter;
2. That Gener C. Luciano be authorized to sign in behalf of the corporation on all documents related to the above transaction;

GENER C. LUCIANO

President

Specimen Signature

Gener C. Luciano

3. That payment of Capital Gains Tax and Documentary Stamp Tax and all other expenses related to the transfer of the TCT shall be for the account of the Buyer.

Approved this 9th day of December 2022 at Parulan, Plaridel, Bulacan.

FR. ROMUALDO C. GO
FR. ROMUALDO C. GO
Chairman, of the Board of Trustees

JULIETA B. CRUZ
JULIETA B. CRUZ
Trustee

MA. ESTELA T. SANTOS
MA. ESTELA T. SANTOS
Trustee

ALLAN C. MARTIN
ALLAN C. MARTIN
Trustee

VIRGINIA B. SACLOT
VIRGINIA B. SACLOT
Trustee

EMILIA M. PASCO
EMILIA M. PASCO
Trustee

LIBERTY M. BARDINAS
LIBERTY M. BARDINAS
Trustee