

Praxis Fides Mutual Benefit Association Inc.

# **TABLE OF CONTENTS**

| FINANCIAL REPO | DRT                                   | 3     |
|----------------|---------------------------------------|-------|
| MARKE          | Т                                     | 3     |
|                | MEMBERSHIP                            | 3     |
|                | WITHDRAWALS                           | 4     |
|                | INSURANCE CLAIMS                      | 4     |
|                | LOANS PROJECT                         | 5-6   |
|                | EQUITY                                | 7     |
|                | LOANS PROJECT                         | 7     |
| FINANCIAL POSI | TIONS                                 | 8     |
| ASSETS         |                                       | 8     |
| LIABILIT       | ΓΥ                                    | 9     |
| FUND B         | BALANCE                               | 9     |
| NON FINANCIAL  | . REPORT                              | 10    |
| PEOPLE         | : <del></del>                         | 10    |
|                | Best Performing ARs - Gold Medalist   | 10    |
|                | Best Performing ARs - Silver Medalist | 11    |
|                | Best Performing ARs - Bronze Medalist | 11    |
|                | Best Performing ACs - Gold Medalist   | 11    |
|                | Best Performing ACs - Silver Medalist | 12    |
|                | Trainings and Seminars                | 12    |
|                | Appointments                          | 12    |
| CORPORATE GO   | VERNANCE                              | 13    |
| BOARD          | PERFORMANCE                           | 13-15 |
| COMPANY INFO   | RMATION                               | 16    |

### FINANCIAL REPORT

#### A. MARKET

### Membership

For 2021, Market is slowly recovering from the effect of pandemic, there is a significant increase of 61.3% in membership compared to the number of sold plans in 2020. Monthly averages of 1,513 new members per month were recorded. The key success factor for the increase in membership is at least 50% of the Area Representatives (ARs) is performing (P4) four

| YEAR                         | 2021   | 2020   | 2019   |
|------------------------------|--------|--------|--------|
| Total Plans Sold             | 18,157 | 11,250 | 15,950 |
| Mo. Ave.                     | 1,513  | 938    | 1,329  |
| INC (DEC) FROM PREVIOUS YEAR | +61.3% | -29.4% | -33.2% |

new members per month per AR.

Performing ARs increased by 47.5% compared to 36% in 2020. Proper trainings and product knowledge was given to all ARs, performing and non-

performing for them to recruit quality members. For 2021, there is no big increase in total numbers of ARs.

### Performing Area Representatives' Ratio to Non-Performing Area Representatives

|                    | 2021 | %     | 2020 | %   | 2019 | %   |
|--------------------|------|-------|------|-----|------|-----|
| Performing ARs     | 265  | 47.5% | 200  | 36% | 196  | 35% |
| Non-Performing ARS | 216  | 38.7% | 242  | 44% | 190  | 34% |
| Sub_ARS            | 76   | 13.6% | 113  | 20% | 169  | 30% |
| Total              | 557  |       | 555  |     | 555  |     |

### Performing Area Representatives per Cluster

|            | Р   | NP  | SAR | Total |
|------------|-----|-----|-----|-------|
| Cluster G2 | 35  | 47  | 19  | 101   |
| Cluster G3 | 34  | 27  | 8   | 69    |
| Cluster G4 | 36  | 42  | 34  | 112   |
| Cluster G5 | 47  | 22  | 3   | 72    |
| Cluster G6 | 27  | 47  | 11  | 85    |
| Cluster G7 | 50  | 15  | 0   | 65    |
| Cluster G8 | 36  | 16  | 1   | 53    |
| Total      | 265 | 216 | 76  | 557   |

Cluster G7 has the highest number of Performing ARs, followed by G5. The increase in number of Performing ARs contributed in the increased monthly average of 1,513 new members for 2021.

### WITHDRAWALS

| Year             | 2021  | Mo. Average | 2020  | Mo. Average | 2019  | Mo. Average |
|------------------|-------|-------------|-------|-------------|-------|-------------|
| Matured Plans    | 1,058 | 88          | 726   | 61          | 657   | 55          |
| Pre-Terminations | 3,379 | 282         | 1,616 | 135         | 1,417 | 118         |
| Due to Death     | 407   | 34          | 267   | 22          | 227   | 19          |
| Total            | 4,844 |             | 2,609 |             | 2,301 |             |

2021 withdrawals due to Pre-terminations increased to 3,379 averaging monthly at 282 per month from 2020 average at 135 only.

### In Peso

|                  | 2021            | Monthly Average | 2020         | Monthly Average |
|------------------|-----------------|-----------------|--------------|-----------------|
| Matured Plans    | P 42,069,460.18 | P 3,505,788     | P 34,913,999 | P 2,909,500     |
| Pre-Terminations | 27,345,933.06   | 2,278,827       | 20,091,475   | 1,674,289       |
| Due to Deaths    | 3,731,077.61    | 310,923         | 2,867,940    | 238,995         |
| Total            | P 73,146,470.85 | P 6,095,538     | P 57,873,414 | P 4,822,784     |

2021 2020

| Ave. Equity for Deaths           | P 9,167.47 | P 10,741.35 |
|----------------------------------|------------|-------------|
| Ave. Equity for Matured Plans    | P 39,763   | P 48,090    |
| Ave. Equity for Pre-Terminations | P 8,092.90 | P 12,432.84 |

Average equity for death decreased to P9,167.47 this is lower than 2020. Average Equity for Matured Plans decreased to less than P40, 000.00 per plan while average Equity for Pre-terminations decreased to P8, 000 level from P12,000.00

### **Insurance Claims**

|               | #   | 2021        | %     | #   | 2020        | %     |
|---------------|-----|-------------|-------|-----|-------------|-------|
| Incontestable | 388 | P13,745,000 | 95.5% | 230 | P8,740,000  | 84.9% |
| Contestable   | 19  | 660,000     | 4.5%  | 37  | 1,550,000   | 15.1% |
| Total         | 407 | P14,405,000 |       | 267 | P10,290,000 |       |
| Denied Claims | 6   |             |       | 1   |             |       |

For 2021, the amount of life insurance claims totaled at P14,405,000.00 for 407 plans. There are 19 contestable plans but with approved claims. There are six (6) denied claims in 2021 compared to only one (1) in 2020.

LOANS
Loan Releases 1987-2021
Policy loan and Collateral Releases

| Year | Count | %     | Amount        | %     | Year | Count  | %    | Amount         | %    |
|------|-------|-------|---------------|-------|------|--------|------|----------------|------|
| 1987 | 13    |       | 14,000.00     |       | 2004 | 4,793  | 16%  | 53,440,005.00  | 7%   |
| 1988 | 180   | 1285% | 456,800.00    | 3163% | 2005 | 5,900  | 23%  | 74,246,700.00  | 39%  |
| 1989 | 329   | 83%   | 1,402,900.00  | 207%  | 2006 | 6,590  | 12%  | 88,769,139.00  | 20%  |
| 1990 | 356   | 8%    | 2,110,400.00  | 50%   | 2007 | 7,113  | 8%   | 117,796,253.00 | 33%  |
| 1991 | 372   | 4%    | 2,595,370.00  | 23%   | 2008 | 7,636  | 7%   | 146,823,367.00 | 25%  |
| 1992 | 281   | -24%  | 2,895,210.00  | 12%   | 2009 | 8,423  | 10%  | 143,523,078.00 | -2%  |
| 1993 | 318   | 13%   | 3,160,745.00  | 9%    | 2010 | 9,935  | 18%  | 198,105,238.00 | 38%  |
| 1994 | 504   | 58%   | 5,859,924.00  | 85%   | 2011 | 11,446 | 15%  | 170,544,605.00 | -14% |
| 1995 | 637   | 26%   | 9,685,220.00  | 65%   | 2012 | 13,340 | 17%  | 195,140,675.00 | 14%  |
| 1996 | 876   | 38%   | 8,829,479.00  | -9%   | 2013 | 14,921 | 12%  | 248,072,171.00 | 27%  |
| 1997 | 1,235 | 41%   | 18,008,603.00 | 104%  | 2014 | 16,466 | 10%  | 238,105,503.00 | -4%  |
| 1998 | 1,711 | 39%   | 19,689,839.00 | 9%    | 2015 | 20,565 | 25%  | 282,062,210.00 | 18%  |
| 1999 | 2,412 | 41%   | 20,080,219.00 | 2%    | 2016 | 23,852 | 16%  | 315,853,068.00 | 12%  |
| 2000 | 2,705 | 12%   | 25,635,950.00 | 28%   | 2017 | 26,849 | 13%  | 359,042,638.00 | 14%  |
| 2001 | 3,262 | 21%   | 29,185,967.00 | 14%   | 2018 | 29,632 | 10%  | 366,942,970.36 | 2%   |
| 2002 | 3,474 | 6%    | 32,746,870.00 | 12%   | 2019 | 31,252 | 5%   | 347,391,859.79 | -5%  |
| 2003 | 4,129 | 19%   | 49,991,534.00 | 53%   | 2020 | 24,516 | -22% | 244,482,566.27 | -30% |

Total releases for 2021: Count 26, 336 with an increase of 7.42%, totaling an amount of P259,552,917.79 increased by 6.15% vs. 2020.

Until now the association's loan program has been one of its main sources of income. It plays a big role for our members to improve their lives. Their equities maybe borrowed by themselves without affecting the life insurance enforce in their plan. Proceeds of loan were used to finance the family's emergency needs during pandemic period.

### **Policy Loan Releases**

### **Comparative 2019-2021**

|      | Amount      |             |             |          |      |        | Count  |        |          |
|------|-------------|-------------|-------------|----------|------|--------|--------|--------|----------|
|      | 2019        | 2020        | 2021        | Inc/ Dec |      | 2019   | 2020   | 2021   | Inc/ Dec |
| Jan  | 24,140,243  | 25,089,925  | 21,661,809  | -13.66%  | Jan  | 2,547  | 2,842  | 2,620  | -7.81%   |
| Feb  | 20,422,217  | 19,579,120  | 17,935,017  | -8.40%   | Feb  | 2,330  | 2,355  | 2,172  | -7.77%   |
| Mar  | 23,701,342  | 9,968,656   | 19,958,234  | 100.21%  | Mar  | 2,817  | 1,246  | 2,390  | 91.81%   |
| Apr  | 23,094,797  | -           | 9,181,115   |          | Apr  | 2,532  | -      | 1,215  |          |
| May  | 24,143,040  | 1,581,200   | 10,078,109  | 537.37%  | May  | 2,743  | 163    | 1,203  | 638.04%  |
| Jun  | 22,475,280  | 39,457,171  | 32,091,448  | -18.67%  | Jun  | 2,433  | 4,508  | 3,696  | -18.01%  |
| July | 24,276,552  | 23,529,012  | 21,271,275  | -9.60%   | July | 2,699  | 2,833  | 2,516  | -11.19%  |
| Aug  | 22,424,325  | 17,609,696  | 18,132,975  | 2.97%    | Aug  | 2,524  | 2,072  | 2,154  | 3.96%    |
| Sept | 24,174,811  | 21,252,036  | 18,139,500  | -14.65%  | Sept | 2,947  | 2,592  | 2,132  | -17.75%  |
| Oct  | 25,885,191  | 8,875,848   | 12,725,110  | 43.37%   | Oct  | 2,839  | 1,130  | 1,579  | 39.73%   |
| Nov  | 22,391,692  | 8,176,600   | 13,025,690  | 59.30%   | Nov  | 2,630  | 951    | 1,538  | 61.72%   |
| Dec  | 19,345,815  | 32,517,103  | 26,357,637  | -18.94%  | Dec  | 2,132  | 3,761  | 3,076  | -18.21%  |
| TOT  | 276,475,305 | 207,636,366 | 220,557,918 | 6.22%    | TOT  | 31,173 | 24,453 | 26,291 | 7.52%    |

- I. Comparative releases in 2021 versus 2020 and 2019
  - -22% from no. of borrowers and -24.90% in terms of Amount.
- II. Comparative releases 2020 and 2021
  - +7.52% in terms of borrowers and +6.22% in terms of Amount.

Despite of pandemic and with months under the Enhanced Community Quarantine (ECQ) the Praxis Fides MBAI still managed to recruit new members, offer loans with minimal interest rates through Pandemic loan Program (August 2020- June 2021) and has given loan holidays during EQC period.

### Loan Balances (2014-Present)

|      | COUNT of MEMBERS | COUNT of BORROWERS | %      | EQUITY         | LOAN_BAL       | %      |
|------|------------------|--------------------|--------|----------------|----------------|--------|
| 2014 | 74,238           | 7,896              | 10.64% | 468,215,118.16 | 84,519,815.78  | 18.05% |
| 2015 | 89,623           | 9,597              | 10.71% | 531,569,204.92 | 92,284,121.32  | 17.36% |
| 2016 | 118,963          | 12,126             | 10.19% | 632,324,204.83 | 121,938,177.78 | 19.28% |
| 2017 | 128,895          | 14,453             | 11.21% | 758,738,997.93 | 139,425,981.63 | 18.38% |
| 2018 | 150,434          | 17,272             | 11.48% | 726,554,405.96 | 151,388,485.53 | 20.83% |
| 2019 | 167,266          | 17,609             | 10.53% | 772,592,653.51 | 145,106,372.07 | 18.78% |
| 2020 | 168,585          | 14,965             | 8.88%  | 774,966,347.87 | 126,300,894.34 | 16.30% |
| 2021 | 135,749          | 15,007             | 11.05% | 769,148,425.78 | 128,567,726.72 | 17.06% |

There was a 2014 Strategic Planning. Since then, 30% releases from total equity have been targeted. Due to a worldwide pandemic, our society was affected and our workforce had difficulty attracting new policy borrowers.

### Policy Loan Releases (New and Renewal)

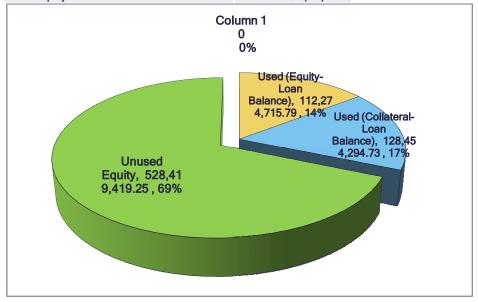
| YEAR | RELEASES       | AVE. PER MONTH | EARNED INT    |
|------|----------------|----------------|---------------|
| 2013 | 147,788,171.30 | 12 Million     | 11,568,806.35 |
| 2014 | 163,994,403.33 | 3.5 Million    | 12,292,184.54 |
| 2015 | 199,164,510.50 | 16.5 Million   | 14,381,735.78 |
| 2016 | 229,718,768.20 | 19 Million     | 17,412,978.59 |
| 2017 | 255,186,744.78 | 21.2 Million   | 16,635,048.13 |
| 2018 | 283,064,270.36 | 23.5 Million   | 14,668,000.59 |
| 2019 | 276,453,859.79 | 23 Million     | 21,267,841.10 |
| 2020 | 207,641,066.27 | 17.3 Million   | 16,655,480.20 |
| 2021 | 220,557,917.79 | 18.3 Million   | 11,945,074.23 |

2019 vs 2020: -26.65% from previous year due to Pandemic. Our regular borrowers have suffered a lot because of the pandemic, instead of taking out a loan they are forced to withdraw because of the hardships of life.

2020 vs. 2021: +6% from Releases, product of the Pandemic Loan Program and -28% loss due to reduced Interest rate.

### **Equity**

| Total Equity                    | 769,148,429.78 |
|---------------------------------|----------------|
| Used (Equity- Loan Balance)     | 112,274,715.79 |
| Used (Collateral- Loan Balance) | 128,454,294.73 |
| Unused Equity                   | 528.419.419.25 |



### Praxis Fides Initiative During Pandemic

- 1. Pandemic Loan Program- The Credit Committee together with the Board of Trustees developed the Pandemic Loan Program where it further lowered the interest rate on the Policy Loan. The purpose of this program is to extend assistance to our members even if the organization's revenue is affected.
- 2. Amortization Holiday During March-May 2020, it is applicable to all our mortgage loan borrowers. But there are twelve (12) borrowers who chose to continue their monthly amortization.
- 3. Bayanihan Act October-December There are five (5) members requested for amortization holiday for 3 to 6 months.

### Loans Project

### Policy Loan

- 1. Continuous seminars and trainings for our Areas/ ARM.
- 2. To target 30% of the equity loan releases.
- 3. Continuous credit letters.

### Collateral Loan

1. Continuous monitoring for good payor's account. Every month with target of 5 new renewals per cluster.

### **Financial Positions**

|             | PRAXIS FIDES MUTU                                       | JAL BENEFIT ASSO        | CIATION,        | INC.          |                 |               |         |
|-------------|---|-------------------------|-----------------|---------------|-----------------|---------------|---------|
|             |   | , Non-Profit Organiz    |                 |               |                 |               |         |
|             |   | OF FINANCIAL PO         |                 |               |                 |               |         |
|             |   | BER 31, 2021 and 202    |                 |               |                 |               |         |
|             | (Amoun  | its in Philippine Peso) | )               |               |                 |               |         |
|             |   |                         |                 |               |                 |               |         |
|             |   |                         |                 | 2020          |                 | 2019          |         |
|             |   | 2021                    |                 | (As Restated) |                 | (As Restated) |         |
|             |   |                         |                 |               |                 |               |         |
|             | <u>ASSETS</u>   |                         |                 |               |                 |               |         |
|             |   |                         |                 |               |                 |               |         |
| CURRENT     | ASSETS  |                         |                 |               |                 |               |         |
|             | d cash equivalents (Note 5)                             | 202,442,343             | 17.38%          | 167,988,556   | 15.08%          | 171,752,395   | 15.87%  |
|             | rm financial assets (Note 6)                            | 92,705,032              | 7.96%           | 63,433,354    | 5.70%           | 98,902,404    | 9.149   |
|             | nd other receivables (Note 7)                           | 274,002,473             | 23.53%          | 257,816,547   | 23.15%          | 247,164,954   | 22.83%  |
|             | l assets at amortized cost (Note 8)                     | 45,921,024              | 3.94%           | 30,084,821    | 2.70%           | 7,956,705     | 0.74%   |
|             | l assets at fair value through profit and loss (Note 9) | 295,844,674             | 25.40%          | 285,416,597   | 25.63%          | 212,096,983   | 19.59%  |
| Prepaym     | nents   | 783,502                 | <u>0.07</u> %   | 1,097,334     | <u>0.10</u> %   | 1,818,280     | 0.17%   |
|             |   |                         |                 |               |                 |               |         |
|             | Total Current Assets                                    | 911,699,048             | 78.28%          | 805,837,209   | 72.35%          | 739,691,721   | 68.33%  |
|             |   |                         |                 |               |                 |               |         |
| NON-CURRE   |   |                         |                 |               |                 |               |         |
|             | n financial assets (Note 6)                             | 47,483,680              | 4.08%           | 100,367,749   | 9.01%           | 72,483,856    | 6.70%   |
|             | d other receivables (Note 7)                            | 64,240,702              | 5.52%           | 88,455,373    | 7.94%           | 141,836,402   | 13.10%  |
| Financial   | assets at fair value                                    |                         |                 |               |                 |               |         |
|             | through other comprehensive income (Note 10)            | 50,650,000              | 4.35%           | 27,500,000    | 2.47%           | 27,500,000    | 2.54%   |
|             | and equipment (Note 11)                                 | 14,964,296              | 1.28%           | 13,292,081    | 1.19%           | 14,117,616    | 1.30%   |
|             | nt property (Note 12)                                   | 75,592,563              | 6.49%           | 78,309,380    | 7.03%           | 86,847,942    | 8.02%   |
| Other nor   | n-current financial assets                              | -                       |                 |               | <u>0.00</u> %   |               | 0.00%   |
|             | Total Non-current Assets                                | 252,931,241             | 21.72%          | 307,924,583   | 27.65%          | 342,785,816   | 31.67%  |
|             |   |                         |                 |               |                 |               |         |
| TOTAL ASSE  | TS  | 1,164,630,289           | 100.00%         | 1,113,761,792 | 100.00%         | 1,082,477,537 | 100.00% |
| LIABILITIES | AND FUND BALANCE  |                         |                 |               |                 |               |         |
| LIABILITIES | AND I OND BALANCE                                       |                         |                 |               |                 |               |         |
| CURRENT LI  |   |                         |                 |               |                 |               |         |
|             | payable and other liabilities (Note 13)                 | 20,822,697              | 2.75%           | 8,795,646     | 1.20%           | 9,240,892     | 1.25%   |
|             | n individual equity value (Note 14)                     | 725,287,939             | 95.65%          | 710,178,628   | 97.26%          | 712,223,930   | 96.53%  |
|             | tingent benefit reserve (Note 15)                       | 1,338,942               | 0.18%           | 1,294,455     | 0.18%           | 1,236,053     | 0.17%   |
|             | yable on basic contingent benefit (Note 16)             | 3,125,000               | 0.41%           | 1,980,000     | 0.27%           | 1,890,000     | 0.26%   |
| Income ta   | ax payable  | 120,633                 | 0.02%           | 375,827       | <u>0.05</u> %   | 130,505       | 0.02%   |
|             | Total Current Liabilities                               | 750,695,211             | 99.00%          | 722,624,556   | 98.97%          | 724,721,380   | 98.22%  |
| NON CUR     | FAIT LIADULTIES   |                         |                 |               |                 |               |         |
|             | ENT LIABILITIES   | 4.250                   | 0.0004          | 16.163        | 0.0004          | 07.00         | 0.011   |
|             | payable and other liabilities (Note 13)                 | 4,350                   | 0.00%           | 16,162        | 0.00%           | 87,824        | 0.01%   |
| Retiremei   | nt benefit obligation (Note 21)                         | 7,543,695               | <u>0.99</u> %   | 7,528,723     | <u>1.03</u> %   | 13,030,720    | 1.77%   |
|             | Total Non-Current Liabilities                           | 7,548,045               | 1.00%           | 7,544,885     | 1.03%           | 13,118,544    | 1.78%   |
|             | Total Liabilities                                       | 758,243,256             | 100.00%         | 730,169,441   | 100.00%         | 737,839,924   | 100.00% |
|             |   |                         |                 |               |                 |               |         |
| FUND BALAI  |   | 200 472 424             | 71 400/         | 204 464 225   | 76 6004         | 272 545 244   | 70.070  |
|             | unassigned fund balance                                 | 290,473,424             | 71.48%          | 294,164,085   | 76.69%          | 272,515,244   | 79.07%  |
|             | fund balance (Note 19)                                  | 123,111,971             | 30.29%          | 96,737,576    | 25.22%          | 87,087,420    | 25.27%  |
| Accumula    | ated other comprehensive loss (Note 19)                 | (7,198,362)             | - <u>1.77</u> % | (7,309,310)   | - <u>1.91</u> % | (14,965,051)  | -4.34%  |
|             |   |                         |                 |               |                 |               |         |

#### **Assets**

Praxis Fides MBAI's total asset at the end of 2021 is @1.164B with an increase of 4.37% compared to 2020. Although the increase is less than the standard 7.5%-8%, PFMBAI was able to increase its assets, despite the challenges experienced by the Association in the midst of pandemic. Through a more defined set of targets for all its workforce and realistic approach PFMBAI is very much confident that it can catch up with the increase of 8% in assets by the end of 2022 performance.

### Liability

The IEV account represents the amount set up by the Association to cover future benefit payments to members based on the amounts recommended by an independent actuary accredited by the Insurance Commission. The IEV balance as of end 2021 is P725M. The Basic Contingent Benefit Reserve represents the amount set up by the Association as insurance premium reserves based on 50% of the total insurance collected from the members to cover any insurance claim by the members. The Basic Contingent Benefit Reserve for 2021 is P 1,338,942.

### **Fund Balance**

This represents the accumulated earnings of the MBA reduced by whatever losses the MBA may occur during a certain accounting period. For the year 2021, the free and unassigned fund balance had an increase of 5.61%.

| PRAXIS FIDES MUTUAL BEN                             |                  | NC.           |           |
|---|------------------|---------------|-----------|
| (A Non-Stock, Non-Pr                                | , o              |               |           |
| STATEMENTS OF COMP                                  | REHENSIVE INCOME |               |           |
| FOR THE YEARS ENDED DEC                             | •                | 2020          |           |
| (Amounts in Phi                                     | lippine Peso)    |               |           |
|   |                  |               |           |
|   |                  |               |           |
|   |                  |               |           |
|   | 2021             | 2020          | Inc_Dec % |
| REVENUES  |                  |               |           |
| Member's contribution                               | P 189,187,871    | P 185,003,916 | 2.21%     |
| Interest income on:                                 |                  |               |           |
| Loans   | 20,404,785       | 30,790,509    | -50.90%   |
| Investment securities and                           |                  |               |           |
| deposits with banks                                 | 12,476,193       | 17,423,073    | -39.65%   |
| Service charges and fees                            | 5,405,264        | 5,192,088     | 3.94%     |
| Gain on sale of financial assets at fair value      |                  |               |           |
| through profit or loss                              | 5,906,225        | 4,704,777     | 20.34%    |
| Membership fees                                     | 907,850          | 562,500       | 38.04%    |
| Others  | 27,415,723       | 6,485,366     | 76.34%    |
|   |                  |               |           |
|   | 261,703,911      | 250,162,229   | 4.41%     |
| EXPENSES  |                  |               |           |
| Allocation for liability on individual equity value | 131,718,587      | 134,106,440   | -1.81%    |
| Increase in reserve for basic contingent benefit    | 44,487           | 58,402        | -31.28%   |
| Operating expenses                                  | 42,772,927       | 42,380,505    | 0.92%     |
| Benefit expenses                                    | 16,780,000       | 11,720,000    | 30.15%    |
| Fair value loss on financial assets at fair value   | 4,559,664        | 8,170,431     | -79.19%   |
| through profit or loss                              |                  |               |           |
|   | 195,875,665      | 196,435,778   | -0.29%    |
| PROFIT BEFORE TAX                                   | 65,828,246       | 53,726,451    | 18.38%    |
|   |                  |               |           |
| TAX EXPENSE   | 1,750,807        | 2,726,135     | -55.71%   |
| NET PROFIT  | 64,077,439       | 51,000,316    | 20.41%    |
| OTHER COMPREHENSIVE INCOME (LOSS)                   |                  |               |           |
| Items that will not be reclassified subsequently    |                  |               |           |
| to profit or loss                                   |                  |               |           |
| Remeasurements of post-employment                   |                  |               |           |
| defined benefit obligation                          | 110,948          | 7,655,741     | -6800.30% |
| TOTAL COMPREHENSIVE INCOME                          | P 64,188,387     | P 58, 656, 05 | 8.62%     |

# NON FINANCIAL REPORT

### PEOPLE

# Performing Area Representatives and Area Coordinators



# 2021 Best Performing ARs

### AR Gold

| 1.  | Reyes, Marlyn        | SMA2 |
|-----|----------------------|------|
| 2.  | San Diego, Francisca | BUS  |
| 3.  | San Diego, Elilucio  | BUS  |
| 4.  | Flores, Francy       | BUS  |
| 5.  | Hernandez, Danilo    | SMA2 |
| 6.  | Ycong, E             | PAN  |
| 7.  | Carla, Elizabeth     | PAN  |
| 8.  | Dayag, Marcelina     | SMA2 |
| 9.  | Bernardino, Arnaldo  | SMA2 |
| 10. | Espino, Reynaldo     | PAN  |
| 11. | Samson, Marianne     | BUS  |
| 12. | Lazaro, R            | SMG  |
| 13. | Legatona,L           | PB2  |
| 14. | Cruz,Solly           | PB2  |
|     |                      |      |

### AR Silver

| 1.  | Agting, Emily      | SMA2 |
|-----|--------------------|------|
| 2.  | Candelaria, M      | PAN3 |
| 3.  | Santos, Luzviminda | PAN  |
| 4.  | Halili, Josefina   | SMA  |
| 5.  | Ramos, Eliza       | PB3  |
| 6.  | Javier, Aurora     | PAN2 |
| 7.  | Antonio, Angelica  | PB1  |
| 8.  | Reyes, Mildred     | PB1  |
| 9.  | De Castro, C       | PAN  |
| 10. | Urog, M            | MAL  |
| 11. | Mendoza, Donata    | MAL  |
| 12. | Basa, Teofista     | SRA  |
| 13. | Delos Reyes, M     | SJDM |
| 14. | Laxamana, Rebecca  | SMG  |
| 15. | Eusebio,E          | MAL  |
| 16. | Guballa, Rufina    | PB4  |
| 17. | Juan, Virginia     | PB4  |
|     |                    |      |

### **AR Bronze**

| 1. | Cadacio, Bebelita  | PB1  |
|----|--------------------|------|
| 2. | Ignacio, E         | PAN2 |
| 3. | Adonis, P          | SMA  |
| 4. | Maige,Myrna        | MAL  |
| 5. | Alonzo, M          | SMA2 |
| 6. | De Guzman, Yolanda | MAL  |
| 7. | Salhay, Maxima     | PAN  |
| 8. | Bartolome, Perla   | PB2  |
| 9. | Cruz, Imelda       | SMA2 |

# 2021 Best Performing ACs

### AC Gold

| 1. | AC Maxima Salhay    | Pan 1 Area |
|----|---------------------|------------|
| 2. | AC Fernando Galang  | SMG Area   |
| 3. | AC Marivic Mateo    | Pan 3 Area |
| 4. | AC Angelica Antonio | PB 1 Area  |

### AC Silver

| 1. | AC Ruth Salhay      | Pan 2 Area |
|----|---------------------|------------|
| 2. | AC Donata Mendoza   | Mal Area   |
| 3. | AC Leonora San Juan | Bus Area   |
| 4. | AC Danilo Hernandez | Sma 2 Area |

### **Trainings & Seminars**

- 1. Corporate Governance Seminar for New Trustees & Officers
  - Sep 28-29 DC Maricel Samson & BM Ma. Theresa Manalastas
  - Dec. 6-7 Trustee Engr.Dexter Raquel & Trustee Atty. Eusebio Dulatas Jr.
- 2. Annual Corporate Governance Meeting with IC & ICD
  - July 28 GM Gener Luciano & Compliance Officer Melody Gaddi with Asst. Compliance Officer John Carlo Sayo
- 3. ARs Training
  - -Jan 2021 Ars Retraining SARs
  - Feb 2021 Ars Retraining NP
- 4. Succession Planning Seminar Workshop with Ms Lilette B. Cruz
  - Feb & March PF Staff Employees in two batches
- 5. Performance Grading System (PGS) Seminar with DC Bernadette DeGuzman
  - August during AC Meeting
  - August during BM Meeting
- 6. Stocks Seminar -
  - September attended by DC Nancy Jose, Ana Maria dela Cruz & Shiela Marie Dimagiba

### Appointments:

A. PF Key Executive Officers:

Compliance Officer – Ms Melody T. Gaddi
Asst. Compliance Officer – Mr. John Carlo Sayo
Corporate Secretary – DC Rossana S. Jose
Chief Audit Evecutive – Ma Engrecia Mauricia

Chief Audit Executive – Ms Engracia Mauricio

Chief Risk Officer - Ms Ma. Theresa Manalastas

B. Division Chiefs:

Sales & Marketing Division – DC Bernadette De Guzman Technical & Financial Management Division – DC Maricel Samson Finance & Mgt Support Division – DC Rossana Jose

C. As President of PFMBAL

From General Manager to President - Gener Luciano

### **CORPORATE GOVERNANCE**

#### **Board Performance**

Records of attendance of Board of Trustees during the regular and special meeting for the year 2021. Board meetings and committee meetings are also done via zoom.

A formal and rigorous annual evaluation of the Board's own performance and that of its committees and individual trustees was done. Schedule of meetings for the year 2021 was discuss during the Organizational Meeting of the Board

| Board         | Trustee               | Attended the   | Number of            | Percentage |
|---------------|-----------------------|----------------|----------------------|------------|
| Position      |                       | Annual General | Regular/Special      |            |
|               |                       | Meeting        | Meeting Held in 2021 |            |
| CHAIRMAN      | FR. NAP BALTAZAR      | Yes            | 11                   | 100%       |
| VICE CHAIRMAN | FR. ANGELITO SANTIAGO | Yes            | 11                   | 100%       |
| TREASURER     | FR. ROMUALDO GO       | Yes            | 11                   | 100%       |
| SECRETARY     | DR. PELAGIA BAUTISTA  | Yes            | 11                   | 100%       |
| AUDITOR       | MS. EUFROCINA CABUHAT | Yes            | 11                   | 100%       |
| MEMBER        | ATTY. EUSEBIO DULATAS | Yes            | 11                   | 100%       |
| MEMBER        | ENGR. DEXTER RAQUEL   | Yes            | 11                   | 100%       |

| REGULAR            | SPECIAL           |
|--------------------|-------------------|
| MEETINGS           | MEETINGS          |
| January 29, 2021   | February 26, 2021 |
| March 26, 2021     | April 30, 2021    |
| May 29, 2021       | June 25, 2021     |
| July 30, 2021      | August 27, 2021   |
| September 24, 2021 | October 29, 2021  |
| November 26, 2021  | December 10, 2021 |

#### **Board Remuneration**

Praxis Fides MBAI Board of Trustee does not receive any income, what is only given is per diem for every special and regular meeting to cover the gasoline and transportation expenses they have incurred in attending the meetings. Monthly honorarium is also given depending on the position and responsibilities they held in the Association. The total remuneration

| Board         | Trustee               | TOTAL     |
|---------------|-----------------------|-----------|
| Position      |                       |           |
|               |                       |           |
| CHAIRMAN      | FR. NAP BALTAZAR      | 80,500.00 |
| VICE CHAIRMAN | FR. ANGELITO SANTIAGO | 75,625.00 |
| TREASURER     | FR. ROMUALDO GO       | 75,625.00 |
| SECRETARY     | DR. PELAGIA BAUTISTA  | 75,625.00 |
| AUDITOR       | MS. EUFROCINA CABUHAT | 75,625.00 |
| MEMBER        | ATTY. EUSEBIO DULATAS | 75,625.00 |
| MEMBER        | ENGR. DEXTER RAQUEL   | 75,625.00 |

of the Board of Trustees is part of the total administrative expense of the association.

The total remuneration received by the Trustees for the year 2021 is P 534,250.00 inclusive of monthly honorarium and performance based incentive. The total remuneration for the year 2021 of the Chief Executive Officer is P1, 495,917.

#### **Board Continuing Education**

Members of the Board of Trustees and Key Officers undergo a yearly orientation seminar and corporate governance seminar to enhance their governance competencies and thus help them perform their duties and responsibilities. For the year 2021, the Trustees and Key Officers attended the Corporate Governance Orientation Program given by the Institute of Corporate Directors via Zoom on September 28-19, 2021 and December 7-8, 2021.

### **Audit Committee**

For the year 2021, Audit Committee is headed by Trustee Eufrocina Cabuhat. During the Annual General Meeting last April 10, 2021, she presented the Financial Position & Statement of Comprehensive Income for the year 2020. She then discussed and affirmed the correctness, true and fair presentation of Annual Financial Statements and Reports. The committee held 14 meetings in 2021. The following are the highlights of the meeting.

- 1. Review and approval of the Annual Financial Statements 2020 which was release on April 30, 2021.
- 2. Review and approval of the external auditor. The AMC & Associates the external auditor of the Association was seeking re-appointment for the year 2021. Audit annual fee is One hundred twenty five thousand pesos (P125, 000.00) exclusive of value added tax and out of pocket expenses.
- 3. Review and approval of non-audit services of the external auditor. The AMC & Associates offers the following non-audit services.
  - 1. Preparation of Annual Statement for the Association;
  - 2. Review schedules related documents for the Annual Statement;
  - 3. Liaise for the Association in relation to the Annual Statement; and
  - 4. Review documents required by the Insurance Commission for the Annual Registration of the Association.
- 4. Review of Insurance Commission 2020 examination.

### Risk Management Objective and Risk

Praxis Fides MBAI is exposed to a variety of financial risks in relation to financial instruments. The main types of risk are market risk, credit risk and liquidity risk.

The Association's risk management is coordinated with the Board of Trustee and focuses on actively securing the Association's short- to medium-term cash flows by minimizing the exposure to financial markets. Long-term financial investments are managed to generate lasting returns.

The Association does not engage in the trading of financial assets for speculative purposes nor does it write options. The most significant financial risks to which the Association is exposed to are described below.

### Market Risk

The Association is exposed to market risk through its use of financial instruments and specifically to currency risk, interest rate risk and certain other price risks which result from both of its operating and investing activities.

a. Foreign Currency Sensitivity

The Association has no significant exposure to foreign currency risks as most transactions are denominated in Philippine peso, its functional currency.

### b. Interest Rate Sensitivity

The Association's policy is to minimize interest rate cash flow risk exposures on long-term financing. The Association is exposed only to changes in market interest rates through its cash and cash equivalents, short-term investments and Financial Assets at amortized cost as there are no existing bank borrowings. All other financial assets (such as loans and other receivables) and financial liabilities (such as accounts payable and other liabilities) have fixed interest rates.

### Credit Risk

Credit risk is the risk that the counterparty fails to discharge and obligation to the Association. The Association is exposed to this risk for various financial instruments, for example by granting loans and receivables to borrowers, placing deposits and investments in bonds.

### Liquidity Risk

Liquidity risk is generally defined as the current and prospective risk to earnings or capital arising from the Association's inability to meet its obligations when they fall due without incurring unacceptable losses or costs.

The Association's Management Committee is responsible for the overall management and oversight of the Association's liquidity profile, while the day to day management of liquidity is assumed by the Finance Department. A cash flow mismatch analysis is used to measure the Association's liquidity. A maturity ladder is constructed to determine the cumulative net excess or deficit of funds at appropriate time bands. Net cumulative outflow limits have been put in place to ensure that the Association's funding requirements are not strained.

### **CORPORATE INFORMATION**

OFFICE HOURS: 8:00 AM - 4:00 PM

NO NOON BREAK MONDAYS – FRIDAYS

Company Website: www.praxisfides.com

Email Address: praxisfides@gmail.com

**MAIN OFFICE:** #35 Paseo del Congreso, Catmon, Malolos City, Bulacan Tel No: (044) 791-3558 / (044) 662-4047 Cel. Nos. 0922 803 2979 / 0917 504 6222

Investor Relation Officer: John Carlo C. Sayo

Cel. No. 0917 504 6222 / 044 662-4019 Email add: it.johncarlosayo@gmail.com

BALIUAG BRANCH: 2ND FLOOR PLM BLG., Bagong Nayon, Baliuag, Bulacan

Tel No: (044) 8962787 / Cel. No.0917 515 2877

**BOCAUE BRANCH:** MacArthur Hiway, Lolomboy, Bocaue, Bulacan

Cel. No. 0906 074 5860

BUSTOS BRANCH: RJ Plaza, Poblacion, Bustos, Bulacan

Cel. No. 0960 600 1046

PANDI BRANCH: Bunsuran 3rd, Pandi, Bulacan

Tel No: (044) 305 8865 / Cel. No. 0975 205 3511

PULONG BUHANGIN BRANCH: Unit 204 JBPH Space RentalKm. 38,

Pulong Buhangin, Sta. Maria, Bulacan

Tel No: (044) 305 6522 / Cel. No. 0906 074 5860

STA. MARIA BRANCH: Poblacion, Sta. Maria Bulacan

Tel No: (044) 896 2787