



**COOPERATIVE ALLIANCE FOR RESPONSIVE ENDEAVOR
MUTUAL BENEFIT ASSOCIATION, INC.**



ANNUAL REPORT 2024

**BUILDING STRONGER PARTNERSHIP THROUGH
MICROINSURANCE**



MAY 30, 2025

8:00 AM

St. Jude Cooperative Hotel and Event Center,
Brgy. Isabang Tayabas City



BUILDING STRONGER PARTNERSHIP THROUGH MICROINSURANCE



2024
ANNUAL REPORT

PROGRAM

15TH ANNUAL GENERAL MEETING PROGRAM

	PART I	
TIME	ACTIVITY	PERSON IN CHARGE
7:00am - 8:30am	Registration	BREIN, JESSA & JOY
8:30am – 8:45am	Invocation and National Anthem	TECHNICAL Staff - LESTER
8:45am – 9:00am	Recognition of Participants	Emcee – PAOLO & REN
9:00am – 9:10am	Welcome Remarks	Criselda Abuel President, CARE MBA Inc.
9:10am – 10:30am	PANEL SESSION	<u>Presenters:</u> • PAZ L. BOBADILLA <i>Quizon Federation & Union of Cooperatives</i> • ARMIEL A. AZUL <i>RHU DARDA Multi Purpose Cooperative</i> • CRISelda R. ABUEL <i>PEARLS Multi Purpose Cooperative</i> • ATTY. JOYCEE M. SIO <i>ST. Jude Multi Purpose Cooperative</i> <u>Moderator:</u> • ERLENE E. BARANDINO
10:30nn – 11:00nn	Lunch Break	
	PART II 15 TH ANNUAL GENERAL MEETING PROPER	
11:00nn – 2:00pm	A. Call to Order	President
	B. Proof of Due Notice	President
	C. Roll Call and Determination of Quorum	Secretary
	D. Approval of The Proposed Agenda	President
	E. Reading and Approval of The Minutes of the 14 th Annual General Meeting	President
	F. Business Arising from the 14 th Annual General Meeting	President
	G. Video Presentation of CARE MBA Achievements	CARE Staff
	H. Annual Report:	
	1. President's Report	President
	2. Operations Report	General Manager
	I. Treasurer's Report	Treasurer
	J. Committee Report	
	• Audit & RPT	Gaudioso A. Lavadia
	• Board Risk & Oversight	Gaudioso A. Lavadia
	• Corporate Governance	Mary Juliet D. R. Labitigan
	• Election	Sedfrey R. Potestades
	• Remuneration	Criselda R. Abuel
	K. Matters for Approval and Ratification	
	1. Board and Management Action	
	2. Appointment of The External Auditor	President
	3. Budget 2025	
	L. Election Proper	Election Committee
	M. Awarding of Certificates	
	a. CARE New Partners	
	b. Awarding of Top 3 Highest Contributor in New Members Enrolled in Year 2024	President
	c. Awarding of Top 3 Highest Member's Retention Year 2024	
	d. Awarding of Certificates to Outgoing Officer and Election Committee	
	e. Awarding of Employee 15 Years and 5 Years in Service	
	N. Other Matters/ Open Forum	
	O. Result of Election 2025	
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CARE MBA HYMN



Mga Produkto at Serbisyo

BASIC LIFE INSURANCE (BLIP)

Ang BLIP ay isang family life insurance na maituturing na Safety Net o pansalo sa biglaang pangangailangan ng isang pamilyang maiiwan.

Magkano ang inyong babayaran?

*Membership Fee

P150.00 bayad para sa pagiging miyembro o kasapi na isang beses lamang babayaran.

*Contribution

P80.00 sa isang buwan o **P960.00** bawat taon.

Living Benefits (SAVINGS)

50% ng kontribusyon (plus interest) ay ibabalik sa miyembro kapag:

- Death
- Total and Permanent Disability
- Exit Age – (66 years old)
- Resigned/ Withdrawn

CLAIMS SETTELEMENT (Pagkuha ng Benepisyo)

1 – 3 – 5 DAYS

CLAIMS SETTELEMENT (Pagkuha ng Benepisyo)

TAGAL NG PAGGING KASAPI	DAHILAN NG PAGKAMATAY AT PAGKAPERMANENTE NG PAGKABALDADO	KASAPI	LEHITIMONG KAAKAP		
			ASAWA	ANAK 1	ANAK 2
WALA PANG 6 NA BUWAN	DAHIL SA SAKIT	P2.5k	WALA	WALA	WALA
	DAHIL SA AKSIDENTE	P10k	P5k	P5k	P5k
6 NA BUWAN PERO WALA PANG 1 TAON	DAHIL SA SAKIT	P5k	P2.5k	P2.5k	P2.5k
	DAHIL SA AKSIDENTE	P10k	P5k	P5k	P5k
1 TAON PERO WALA PANG 2 TAON	DAHIL SA SAKIT	P15k	P7.5k	P7.5k	P7.5k
	DAHIL SA AKSIDENTE	P30k	P15k	P15k	P15k
2 TAON PATAAS	DAHIL SA SAKIT	P30k	P15k	P15k	P15k
	DAHIL SA AKSIDENTE	P60k	P30k	P30k	P30k

CREDIT LIFE INSURANCE (CLIP)

Ang **CLIP** ay sumasagot sa kabuuang utang ng kasapi kung siya ay bawian ng buhay sa panahong pagbabayad ng kanyang utang.

LOAN PAYMENT PROTECTION

Ang kontribusyon ay **P12.50** per **P1,000.00** o **1.25%** ng approved loan amount.

CLIP BENEFITS 100% RETURN LOAN AMOUNT

GOLDEN LIFE INSURANCE (GLIP)

- An extended membership from Basic Life Insurance Plan (BLIP Exit Age)
- A continuous program with lifetime security

Product features:

1. Age Eligibility – 66 years old with 5 years continuous membership from Basic Life Insurance Plan (BLIP Exit Age)
2. Coverage – 66 up to 100 years old
3. Payment Period – maximum of 10 years
4. No Contestability Period
5. With Cash Surrendered Value

Access Fee = Php 950.00

Access Fee = Php 950.00

Monthly Fee = Php 330.00

OR

Yearly Fee = Php 3,600.00

Total = Php 1,280.00

Total = Php 4,550.00

BENEFITS:

Life Insurance = Php 40,000.00

Access Benefits (BASIC GLIP) = Php 1,000.00

Equivalent Value (50% of Access Fee) = Php 475.00

Total = Php 41,475.00

CARE MBA, Inc. PRODUCTS

BASIC LIFE INSURANCE (CLIP)

Family Life Insurance
with Equity Value



CREDIT LIFE INSURANCE (CLIP)

Loan Protection



GOLDEN LIFE INSURANCE (GLIP)

Extended Program of Basic
Life covering members
ages 66 – 100 years old



VISION

CARE MBA is the leading
service oriented
microinsurance provider
among cooperatives and
other formal organized
groups in the Philippines.

MISSION

Provide members timely
and responsive
microinsurance protection
against risks.

PHILOSOPHY OF SUCCESS

CARE MBA, Inc. serves
its members with
“FAITH”

F - airness
A - ccountability
I - ntegrity
T - ransparency
H - umility

MESSAGE

MESSAGE FROM DR. JAIME ARISTOTLE B. ALIP

FOUNDER AND CHAIRMAN EMERITUS OF CARD MRI

When CARD MRI began, it was built not just on dreams, but on the struggles, challenges, and hopes for the disadvantaged Filipino. Mothers selling vegetables by the roadside, fathers braving the seas to fish, toiling and cultivating their farms, and children walking kilometers just to attend school. These were not just stories; these were lives we encountered and lives we promised to protect.

Through the years, we realized that while providing capital was crucial, true empowerment came from security, the kind that cushions a family when the unthinkable happens. That's where microinsurance became a lifeline. A small premium, affordable with maximum benefits to even the humblest of earners, brings dignity and peace of mind during life's most difficult moments whether it's a sudden illness, a typhoon, or the loss of a loved one. We've seen families bounce back because microinsurance gave them one less thing to worry about in their darkest hour. Moreover, CARD MRI has expanded to offer social services, like health, education, and market assistance, among others.

But CARD MRI could not have done this alone.

In the field of microinsurance, the partnership is the heart of our mission! Our work with Mutual Benefit Associations (MBAs), especially with CARE MBA, has shown us that when we move as one from field staff to barangay to partner institutions, we create a safety net that is stronger than anything we could build on our own. Each partner, no matter how big or small, plays a role in saving lives and uplifting communities.

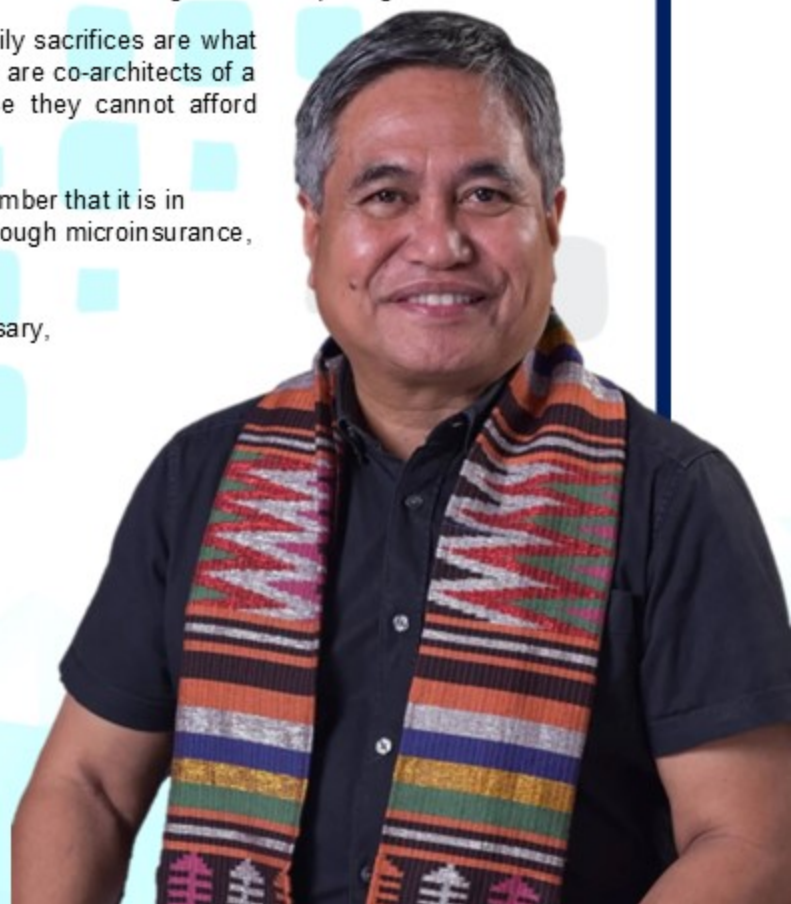
To CARE MBA, your trust, your resilience, and your daily sacrifices are what inspire us to keep going. You are not just a partner. You are co-architects of a future where no Filipino is left behind simply because they cannot afford protection.

As we continue to grow and serve, may we always remember that it is in strong partnership with you that we find strength, and through microinsurance, we bring that strength to every Filipino home.

Finally, let me congratulate CARE MBA for their anniversary, headed by its leaders Ms. Pelagia C. Mendones and Ms. Criselda R. Abuel.

Isang mapagpalang araw sa ating lahat!

DR. JAIME ARISTOTLE B. ALIP
Founder and Chairman Emeritus
CARD MRI



MESSAGE

MESSAGE FROM PRESIDENT

My warmest congratulations to the members, partners and stakeholders of CARE MBA for holding its 15th Annual General Meeting. It is indeed a great blessing to our association for having gone this far that despite the struggles and challenges we have encountered, CARE MBA remains steadfast.

I could attest that CARE MBA is more than just a mutual benefit association. Through the years, it has emerged as a vital tool in promoting financial inclusions, mitigating risks and improving the lives of its members by providing them affordable insurance products that enable to protect them during unexpected events such as illnesses, deaths, accidents and natural disasters.

Success of CARE MBA relies also on the strong partnership with its member cooperatives, organized groups and allies in the insurance business and government regulators. Over the past 16 years, it has worked, grown, learned and innovated with them that pave the way to the continued growth and sustained strength of the organization.

I would also like to extend my sincere congratulations to the management and staff of CARE MBA for their wholehearted dedication, commitment and hard work that lead to the attainment of its vision, mission and goals.

Let us continue collaborating and building stronger partnership our with associates and partners to achieve our purpose of giving safety, security and stability to our community, especially to the vulnerable member of the society, thru microinsurance products and services.

Mabuhay ang CARE MBA!! More power
and God bless!!


CRISELDA R. ABUEL
CARE MBA President

MESSAGE

MESSAGE FROM THE GENERAL MANAGER

It is hard to believe that this year marks the 16th Anniversary of our Cooperative Alliance for Responsive Endeavor Mutual Benefit Association (CARE MBA), Inc. It feels like just yesterday when we began paving the way for an organization that would bring microinsurance to life, an initiative that will protect ordinary individuals and their families during life's unforeseen circumstances.

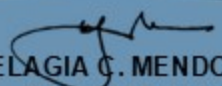
The birth of microinsurance in Quezon province, specifically in Lucena City, serves as a vital safety net for low-income families, empowering them with financial security in times of uncertainty. Through strategic partnerships with our ten pioneering cooperatives, we had established our CARE MBA, Inc.

In celebration of this year's theme, "Building Stronger Partnerships through Microinsurance," I want to extend my heartfelt gratitude to our loyal partners who have stood by us through thick and thin. Without their unwavering support, we would not be where we are today. The unity and trust between their members that also became ours, has been the foundation of our strength, and their continued commitment has played a vital role in the growth and success of our association.

On behalf of the management of CARE MBA, Inc. we extend our sincere congratulations to our Board of Trustees, Officers and Employees. This 15th Annual General Meeting would have not been possible without their combined efforts.

Together, let us continue to build a future where no one is left behind, where every partnership formed through microinsurance serves a foundation of hope, security and protection.

Maraming salamat sa inyong lahat!


PELAGIA C. MENDONES
General Manager



MESSAGE FROM THE BOARD OF ADVISER

WARMEST GREETINGS to the officers and members of **Cooperative Alliance for Responsive Endeavor Mutual Benefit Association, Inc. (CARE MBA)** on the occasion of its Annual General Meeting.

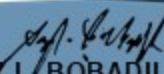
Holding this activity annually is part of the good governance practices of the association. Reports about the financial and non financial activities concluded during the year ended are presented to the members. Everyone should attend and participate actively during this important event. Active and participative membership is the backbone of any organization.

The theme for this year is **“Building Stronger Partnerships Through Microinsurance.”** Partnership with cooperatives and different associations played a vital role in driving meaningful change. Microinsurance has emerged as a powerful tool to enhance financial inclusion, particularly for underserved communities. By providing affordable and accessible insurance solutions, we can not only protect vulnerable populations from unexpected risks but also foster resilience and economic stability.

Building a partnership focused on microinsurance allows us to combine our expertise, resources, and networks. Together, we can develop tailored products that meet the unique needs of those we aim to serve, ensuring that no one is left behind. Our collective efforts can empower individuals, offering them the security and confidence to thrive. I believe that by strengthening our partnership in this area, we can create a significant impact, paving the way for sustainable growth and progress.

Let's work together to explore new opportunities, share insights, and cultivate a shared vision for a future where everyone has access to the protection they deserve.

Again, happy Annual General Meeting!


PAZ L. BOBADILLA, CPA
CARE MBA Board of Adviser

MESSAGE

MESSAGE FROM MR. JUN JAY E. PEREZ

*EXECUTIVE DIRECTOR OF MICROINSURANCE MBA
ASSOCIATION OF THE PHILIPPINES (MIMAP)*

CARE MBA at 15: 'Building Stronger Partnerships Through Microinsurance'

On behalf of the Microinsurance MBA Association of the Philippines (MiMAP), it is with great pleasure and sincere admiration that I extend our warmest greetings and congratulations on the occasion of CARE MBA's 15th Annual General Meeting.

CARE MBA stands as a shining example of the transformative power of Microinsurance Mutual Benefit Associations (Mi-MBAs) in extending vital social safety nets to families and communities across the country. This past year has been a testament to CARE MBA's unwavering commitment to its members by providing affordable and competitive family life insurance to over 28,000 members insuring more than 70,000 lives, assets breaching Php 189 million after 15 years in operation, accumulating a Guaranty Fund of more than Php 23 million from the initial Php 5 million, and paying out quickly the P8.62 million in amount of claims benefits. Your achievements in the past year, as highlighted in this report, serve as an inspiration to the positive impact that well-managed and member-centric Mi-MBAs can achieve.

CARE MBA's unwavering commitment to providing accessible and affordable microinsurance solutions has not only fostered financial resilience among your members but has also contributed significantly to the broader landscape of inclusive insurance in the Philippines. MiMAP's network of 20 Mi-MBAs provides life and health-related risk protection products and services to its 9.15 million members, insuring 29.93 million lives, representing 26% of the Philippine population and 51% of the country's microinsurance market.

We recognize the challenges and opportunities that lie ahead in our shared journey towards financial inclusion. MiMAP remains steadfast in its commitment to supporting its member Mi-MBAs, including CARE MBA, through policy advocacy, capacity building, and member development. We look forward to continued collaboration and shared success in the years to come.

We commend the leadership of the Board, management, and dedicated members of CARE MBA for their continued hard work and steadfast commitment. Our salute to the ten visionary cooperatives that came together 15 years ago with a shared purpose of empowering individuals and families through accessible microinsurance solutions.

Mabuhay ang CARE Mutual Benefit Association! Mabuhay ang mga Microinsurance MBAs! Mabuhay ang mga Tagapagtaguyod ng Microinsurance sa Pilipinas!

MR. JUN JAY E. PEREZ
Executive Director of MiMAP



ANNUAL REPORT 2024

WHERE WE ARE



MINUTES OF THE 14TH ANNUAL GENERAL MEETING

Cooperative Alliance for Responsive Endeavor Mutual Benefit Association, Inc.

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

held at St. Jude Coop Hotel & Event Center on May 31, 2024

In Attendance: Board of Trustees		Management and Staff	
1. Criselda R. Abuel	President	15. Pelagia C. Mendones	General Manager
2. Luzviminda G. Calzado	Vice-President	16. Ma. Lourdes E. Quesea	Admin and Operations Manager
3. Perseverando C. Fajardo	Treasurer	17. Mary Altrese A. Panganiban	Accounting Consultant
4. Armiel A. Azul	Trustee	18. Maria Victoria A. Abrigo	Compliance Officer
5. Lucilo G. Jimenez	Trustee	19. Marianne C. Castro	Marketing Officer/Teller
6. Gaudioso A. Lavadia	Independent Trustee	20. Gilda R. Babasa	Executive Secretary
7. Mary Juliet D. R. Labitigan	Independent Trustee	21. Marie Joy M. Polinar	Account Officer
Election Committee		22. Gil Paolo B. Reynoso	Junior MIS
8. Myrna T. Salvacion	Chairperson	23. Giancarlo C. Mendones	MIS Assistant/Driver
9. Engr. Sonia Mayuga	Vice-Chairperson	24. Brein Symon Diala	Accounting Assistant
10. Milagros Decena	Secretary	25. Reinnie Rose P. Torres	Accounting Associate
Other Officers		Resource Speaker	
11. Paz L. Bobadilla	Board of Adviser	26. Jun Jay Perez	Executive Director, MIMAP
12. Erlene E. Barandino	Corporate Secretary Chairperson, Lucena City National High School Consumers Cooperative, Lucena City	Other Guest	
13. Melody L. Bringel	Internal Auditor	27. Atty. Eden Sarne	Legal Consultant/Adviser
14. Dominador S. Tamayo	Audit & RPT Committee	28. Roman Paulo Macasaet	Master of Ceremony
		29. Mylen Ibarrola	Project Staff – CARE Mobile
		30. Kimberly Masilang	Scholar
		31. John Manfred Ibarrola	Scholar
		32. Charlotte Tudtud	OJT
		33. Khristine Lagrama	OJT

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

DELEGATES/REPRESENTATIVES FROM PARTNER COOPERATIVES AND OTHER ORGANIZATIONS:

Cagsiay 1 Multi-Purpose Cooperative, Mauban, Quezon

- 34. Nolasco Malubay
- 35. Melody Encallado
- 36. Nhoymie Deligente
- 37. Rexon Villabrosa
- 38. Allan Alera

Casa del Nino Jesus de Tayabas, Tayabas City

- 39. Aika A. Cabriga
- 40. Jessica C. Jastiva
- 41. Donnah L. Masilang
- 42. Marlon C. Cabalsa

Claro M. Recto HE Multi-Purpose Cooperative, Infanta, Quezon

- 43. Nestlie America
- 44. Zcyrahmagne Gabatino

Farmers Multi- Purpose Cooperative, Sampaloc, Quezon

- 45. Realyn S. Daya
- 46. Maekhaela Dikitanan
- 47. Mirasol Banzon

Government Employees of Tayabas MPC, Tayabas City

- 48. Ma. Lucia Jamilano

Ilasan Multi- Purpose Cooperative, Tayabas City

- 49. Nilda R. Vegerano
- 50. Jahmel N. Mora

Kooperatiba sa Pagpapaunlad ng Sampaloc, Sampaloc, Quezon

- 51. Julito D. Encanto

KUMARE, Inc., Real, Quezon

- 52. Emma Ayapana
- 53. Rodenia Bautista
- 54. Rizza Peñamante
- 55. Janet Ayapana
- 56. Monica Gucilar
- 57. Grace Prudente
- 58. Marilyn Moises

LEAF Multi-Purpose Cooperative, Lucban, Quezon

- 59. Russel de Ramos
- 60. Annabelle Constantino
- 61. May Oblea
- 62. Inez Liberty Villon

Lucban Builders Multi-Purpose Cooperative, Lucban, Quezon

- 63. Felix De Asis
- 64. Edgardo Conanan

Lucban District Teachers MPC, Lucban, Quezon

- 65. Lyra Ligatong
- 66. Rosalina Magpantay

Lucban Genesis TS Multi-Purpose Cooperative, Lucban, Quezon

- 67. Franklin Esquires

Lucena City National High School Credit Cooperative, Lucena City

- 68. Leah Graciela Barandino

Masa Credit Cooperative, Tayabas City

- 69. Carol M. Labita
- 70. Janice Cabuyao

PEARLS Multi-Purpose Cooperative, Lucban, Quezon

- 71. Rhessa Oblena
- 72. Jane Ellaga
- 73. Teresita Comia
- 74. Asuncion Saliendra
- 75. Richelle Nañola
- 76. Carmelita Villalobos

RHUDARDA Multi-Purpose Cooperative, Polillo, Quezon

- 77. Aida Sandoval
- 78. Randy Corpuz
- 79. Samuel Sardua
- 80. Zaldy Bosque
- 81. Caryl Baracael
- 82. Cecelio Arceo
- 83. Crizaldy Almirez
- 84. Jaypee Diaz
- 85. Shyma Ustare
- 86. MJ Halog
- 87. Assyl Suaverdez
- 88. Rexmar Aguillon
- 89. Reymark Leynes
- 90. Mea Azagra

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

DELEGATES/REPRESENTATIVES FROM PARTNER COOPERATIVES AND OTHER ORGANIZATIONS:

RHUDARDA Multi-Purpose Cooperative, Polillo, Quezon

- 91. Delsa Juntereal
- 92. Kay Ann Talisayon
- 93. Kassandra Escalante
- 94. Ailyn Balino
- 95. Ann Cayabyab
- 96. Aya Rose Calleja

Seafarers Multi-Purpose Cooperative, Lucban, Quezon

- 97. Nerie F. Oblena
- 98. Dulce Rañeses
- 99. Amaditha A. Igloria
- 100. Shirley Placino

San Luis Development Cooperative, Lucban, Quezon

- 101. Maria Belen Lozada
- 102. Jorge Alivio
- 103. Renato Pollo
- 104. Trinidad Gonzales
- 105. Arlyn Nanca
- 106. Rowena Salvanera
- 107. Elycel Pamis
- 108. Laila Barretto
- 109. Markzel Lipit

Sustainable Livelihood Program, Real, Quezon

- 110. Jocelyn Capablanca
- 111. Minda Romantico
- 112. Babylyn Almonte

Tayabas Community Multi-Purpose Cooperative, Tayabas City

- 113. Teodoro Racsag

AEC Multi-Purpose Cooperative, Lucena City

- 114. Felipe A. Merano

Cooperative Bank of Quezon Province, Lucena City

- 115. Khristine V. Kaw
- 116. Myra R. Oineza
- 117. Vivian Danganan

Dolores Development Cooperative, Dolores, Quezon

- 118. Ceejay Hernandez
- 119. Warren De Castro
- 120. Arlou C. Arsenio

Kinatihan 1 Multi-Purpose Cooperative, Candelaria, Quezon

- 121. Anna Liza Adante
- 122. Ester Lantican

Koopnaman Multi-Purpose Cooperative, Lucena City

- 123. Marilyn Decena
- 124. Brigida Babilonia
- 125. Noime Pera

Lucena Development Multi-Purpose Cooperative, Lucena City

- 126. Josefina Maliwat
- 127. Ligaya Palma
- 128. Norlina Lavarez
- 129. Chi Laureano

MARBENCO, Sariaya, Quezon

- 130. Marilou Milan
- 131. Myra Castillo

PALCON Dairy Multi-Purpose Cooperative, Sariaya, Quezon

- 132. Gemma Chavez
- 133. Graichelle Quitan
- 134. Samantha Panaligan

Pinagdanlayan Rural Improvement Club Cooperative, Dolores, Quezon

- 135. Roselle Villanueva
- 136. Marina Abando

QCRB Group Provident Cooperative, Lucena City

- 137. Russell Wendell Dionido II

Quezon Federation and Union of Cooperative, Lucena City

- 138. Dennis I. Cocadiz
- 139. Ma. Teresa Gariguez
- 140. Noel L. Oabel
- 141. Giselle Lagrimas
- 142. Paula Constantino

QMMG Multi-Purpose Cooperative, Lucena City

- 143. Dr. Edgardo Elbo
- 144. Edcel Derilo
- 145. Melanie Hilarion

QPCTODTS Multi-Purpose Cooperative, Lucena City

- 146. John Paulo Recto

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

QPGOE Multi-Purpose Cooperative, Lucena City

- 147. Sedfrey Potestades
- 148. Genes Glorioso
- 149. Cedita Uy
- 150. Melinda Pabello
- 151. Joane Ann Dubluis
- 152. Sean Laguerta

St. Jude Multi-Purpose Cooperative, Lucena City

- 153. Elenita Escasa
- 154. Arlene Villanueva
- 155. Remedios Salazar
- 156. Helen Aguila
- 157. Melanie Fontarum
- 158. Atty. Joyce Sio
- 159. Atty. Eden Sarne
- 160. Renato Obeña

Pitogo Multi-Purpose Cooperative, Pitogo, Quezon

- 161. Thelma Dimaano
- 162. Anicia Iglesia

Quezon Power Multi-Purpose Cooperative, Pitogo, Quezon

- 163. Juvy Formento
- 164. Norma Osana

Yakap at Halik Multi-Purpose Cooperative, Padre Burgos, Quezon

- 165. Jomer Hayag
- 166. Angelito Quindoza
- 167. Rayman Reyes

Cawayan II MPC, San Francisco, Quezon

- 168. Rosalie Eleazar
- 169. Elly Bonillo
- 170. Nide Herez
- 171. Buena Lagos

Sta. Rita Cooperative, Padre Burgos, Quezon

- 172. Emmanuel Medina

Alabat Multi-Purpose Cooperative, Alabat, Quezon

- 173. Mary Jean Dones
- 174. Reina Mercado
- 175. Licinia Janjua
- 176. Anie Abanicia

Ating Kooperatiba Multi-Purpose Cooperative, Tagkawayan, Quezon

- 177. Marvin Noveno
- 178. Rebecca Rufo
- 179. Glenda Arana
- 180. Marley Lacaran
- 181. Yolanda Dagos
- 182. Ma. Rebecca Bautista

Calauag St. Vincent Multi-Purpose Cooperative, Calauag, Quezon

- 183. Lorna Ilagan
- 184. Artemio Pepanio

Caridad Ilaya Multi-Purpose Cooperative, Atimonan, Quezon

- 185. Emelinda Alegre
- 186. Michelle Remo

Gumaca MSK MPC Gumaca, Quezon

- 187. Charito Sildora
- 188. Jay B. Labis
- 189. Raquel Bughaw

Lopez Vendors Development Cooperative, Lopez, Quezon

- 190. Angelie San Andres
- 191. Charise Joy Verin

Lopez Quezon Multi-Purpose Cooperative, Lopez, Quezon

- 192. Ruben Patitico
- 193. Rufo Ocson
- 194. Edenel Vasquez
- 195. Karen Ner

Our Lady of the Angels Multi-Purpose Cooperative, Atimonan, Quezon

- 196. Nerissa Costales
- 197. Rosita Mari
- 198. Filipina Garcia
- 199. Arnel Leguro
- 200. Emmanuel Camara

Kawayanan Bayanihan Multi-Purpose Cooperative, Los Baños, Laguna

- 201. Manuel Lontoc
- 202. Cirila Navasero
- 203. Isabel Landig
- 204. Rosemarie Dela Cruz

Marinduque Agrarian Reform MPC, Sta. Cruz, Marinduque

- 205. Estela Laylay
- 206. Ma. Lourdes Argosino
- 207. Ma. Asuncion Malpal
- 208. Ponciano Rea

PALMFSI, Sorsogon City, Sorsogon

- 209. Norina J. Calupit
- 210. Maria Neide Rivera

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

ORDER OF BUSINESS

- I. Prayer
- II. Call to Order
- III. Proof of Due Notice
- IV. Roll Call and Determination of Quorum
- V. Approval of the Proposed agenda
- VI. Reading and Approval of the Minutes of 13th Annual General Meeting held last May 26, 2023
- VII. Business Arising from the Minutes of 13th
- VIII. Presentation of 2023 Report
 - President's Report
 - Operations Report
- IX. Treasurer's Report
- X. Committee Reports
 - Corporate Governance
 - Board Risk and Oversight
 - Audit & Related Party Transactions
- XI. Matters for Approval and Ratification
 - Board and Management Action
 - Appointment of the External Auditor
 - Approval of 2024 Plans & Priorities and Budget
- XII. Election Proper
 - a. Election Guidelines and Voting System
 - b. Election of the Following Vacant Positions:
 - Regular Board of Trustees
 - Independent Trustee
 - Election Committee
- XIII. Awarding of Certificates
 - Recognition of New Partners
 - Top 3 Highest New Members Enrolled on 2023
 - Top 3 Highest Members Retention 2023
 - Awarding of Certificates to Outgoing Officers
 - Employees Loyalty Award
- XIV. Other Matters/Open Forum
- XV. Result of Election
 - Regular Board of Trustees
 - Independent Trustee
 - Election Committee
- XVI. Oath Taking/Induction of the Newly Elected Trustees and Election Committee
- XVII. Adjournment

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

BUSINESS MEETING

I. PRAYER

A solemn audio-visual presentation was utilized for the opening prayer.

II. CALL TO ORDER

Mrs. Criselda R. Abuel, President of CARE MBI, called to order the 14th Annual General Meeting (AGM) at exactly 1:00 o'clock in the afternoon.

III. PROOF OF DUE NOTICE AND ROLL CALL

Mrs. Erlene E. Barandino, Corporate Secretary, reported that Notice of 14th Annual General Meeting was posted on the website of CARE MBI last April 05, 2024 and invitations together with the Minutes of the previous meeting were sent to partners' official e-mails on the same date.

IV. ROLL CALL AND DETERMINATION OF QUORUM

Mrs. Erlene E. Barandino, Corporate Secretary, reported that there were 210 participants from 54 out of the 60 active partner-cooperatives and organizations with individual members equivalent to 90% of total membership. Thus, the presence of quorum was determined and declared.

V. APPROVAL OF THE PROPOSED AGENDA

The participants, thru their respective partner-cooperatives and organizations, were provided in advance with the copy of the agenda. Thus, on motion of Atty. Joyce Sio, representing St. Jude Multi-Purpose Cooperative, duly seconded by Mrs. Marilyn Decena, representing Koopnaman Multi-Purpose Cooperative, the agenda of the 14th Annual General Meeting were approved.

Subject	Number of Voting Delegates	No. of Votes in Favor	No. of Votes Against	No. of Abstain Vote	No. of Absentees
Approval of Proposed Agenda	60	54	0	0	6

VI. READING AND APPROVAL OF THE MINUTES OF 13th ANNUAL GENERAL MEETING HELD ON MAY 26, 2023

READING OF THE PREVIOUS MINUTES. The participants, thru their respective partner-cooperatives and organizations, were provided in advance with the copy of the Minutes of the 13th Annual General Meeting held on May 26, 2023 for advanced reading. Furthermore, the copy of the same was posted at the website of CARE MBI five days after the AGM. With the presumption that the participants have read the subject Minutes, Mr. Ponciano Rea, representing MASAMCO moved to dispense with the reading of the said Minutes. Then, Mr. Samuel Sardua, representing RHUDARDA Multi-Purpose Cooperative seconded the motion. There having no objections, the reading of the Minutes of the 13th Annual General Meeting held on May 26, 2023 was dispensed.

ACTION OF THE ASSEMBLY: There having no further correction or comments raised, the Minutes of the 13th Annual General Meeting held on May 26, 2023 were approved.

Subject	Number of Voting Delegates	No. of Votes in Favor	No. of Votes Against	No. of Abstain Vote	No. of Absentees
Approval of the Minutes of 13 th Annual General Meeting	60	54	0	0	6

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

GENERAL ASSEMBLY RESOLUTION NO. 001-2024 Approval of Minutes of the 13th Annual General Meeting

On motion of Dra. Maria Belen Lozada, representing San Luis Development Cooperative, duly seconded by Mr. Dennis Cocadiz, representing Quezon Federation and Union of Cooperatives,

RESOLVED, AS IT IS HEREBY RESOLVED, to approve the Minutes of the 13th Annual General Meeting held on May 26, 2023.

RESOLVED FURTHER, that as deemed required, CARE MBAI shall furnish the Insurance Commission and the Securities and Exchange Commission with a copy of this resolution together with the copy of the said Minutes for their validation.

APPROVED UNANIMOUSLY

VII. BUSINESS ARISING FROM THE MINUTES OF 13th ANNUAL GENERAL MEETING

President Abuel, reported that the Board of Trustees unanimously agreed to extend the contract of service of General Manager Pelagia C. Mendones to be confirmed during the 14th Annual General Meeting of CARE MBA, Inc.

Subject	Number of Voting Delegates	No. of Votes in Favor	No. of Votes Against	No. of Abstain Vote	No. of Absentees
Extension of Contract of Service of General Manager Pelagia C. Mendones	60	54	0	0	6

GENERAL ASSEMBLY RESOLUTION NO. 002-2024 Extension of Contract of Service of General Manager Pelagia C. Mendones

On motion of Mr. Jahmel N. Mora, representing Ilasan Multi-purpose Cooperative, duly seconded by Mrs. Melanie P. Fontarum, representing St. Jude Multi-purpose Cooperative.

RESOLVED, AS IT IS HEREBY RESOLVED, to approve the Extension of Contract of Service of General Manager Pelagia C. Mendones.

RESOLVED FURTHER, that as deemed required, CARE MBAI shall furnish the Insurance Commission and the Securities and Exchange Commission with a copy of this resolution together with the copy of Extension of Contract of Service of General Manager Pelagia C. Mendones for their information and validation.

APPROVED UNANIMOUSLY

VIII. PRESENTATION OF THE PRESIDENT'S REPORT

Mrs. Criselda R. Abuel, President of CARE MBA, Inc., reported the following to the representatives/members:

• Performance Highlights

The total active members for year 2023 are 29,453, dependents insured are 58,906 with a total insured individual of 88,359. The Basic Life Insurance Plan (BLIP) gross contribution is P15,968,904.00. In addition, thereto, the Credit Life Insurance Plan (CLIP) is P18,089,840.00 with a total active account of 14,532. The total members of Golden Life Insurance Plan (GLIP) is 221 from 175 members last year. Its total GLIP gross contribution collected as of December 2023 is P 674,438.00.

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

The claims for Basic Life Insurance Plan (BLIP) summed up to P2,468,500.00, with dependent claims amounting to P772,500.00 and members claims of P1,696,000.00 from prior year of P2,861,500.00. While claims for Credit Life Insurance Plan (CLIP) totaled to P4,072,305.98, representing cooperative claims of P3,196,683.22 and beneficiaries claims of P875,622.76 compared to last year P4,884,470.70. Lastly, the Golden Life Insurance Plan total claims is 4 same as last year 2022.

The equity value for year 2023 is P7,984,452.00 decreased of 1.33% or P107,810.00 compared to last year which is P8,092,262.00. Refund of Equity Value is P2,842,136.00 compared to last year of P2,592,570.00. Resignations due to withdrawal of membership are 4,216 and by exit age 2,343 totaled of 6,559.

• Financial Highlights

As of December 2023, the Total Assets of CARE MBA, Inc. is roughly P171,309,636.00 compared to last year of P155,869,425.00. While its liabilities are P93,854,985.00 compared to last year of P86,202,654.00. Fund balance is P77,454,651.00 increase of 11.18% to last year's P69,666,771.00. The association's net surplus is P8,486,556.00 and its guaranty fund is P21,566,214.00. Reserves valuation as approved by our actuary is P87,490,237.00. Claims reserve for life insurance is P752,593.00, contribution in advanced (BLIP) is P3,859,294.00.

• Members Benefits

For Members' Benefits, CARE MBA, Inc. enrolled 11,754 members in good standing that will give them an additional life insurance for free, worth P10,000.00 coverage. Total claims for year 2023 are 5 amounting to P50,000.00. There were also two recipients of Calamity Assistance due to fire. One from St. Jude Multi-purpose Cooperative and the other one is from RHUDARDA Multi-purpose Cooperative. Scholarship granted for SY 2023-2024 is P86,000.00 composed of eleven active scholars, seven college students and four senior high students.

Subject	Number of Voting Delegates	No. of Votes in Favor	No. of Votes Against	No. of Abstain Vote	No. of Absentees
Approval of President's Report	60	54	0	0	6

GENERAL ASSEMBLY RESOLUTION NO. 003-2024

Approval of President's Reports for the Year 2023

On motion of Mrs. Teresita Comia, representing PEARLS Multi-purpose Cooperative, duly seconded by Mrs. Nhoymie Deligente, representing Cagsiay 1 Multi-purpose Cooperative.

RESOLVED, AS IT IS HEREBY RESOLVED, to approve the President's Reports of CARE MBAI's Performance Highlights and Key Achievements, Financial Highlights, and Summary of Board Resolutions covering the period January 1 to December 31, 2023.

RESOLVED FURTHER, that as deemed required, CARE MBAI shall furnish the Insurance Commission and the Securities and Exchange Commission with a copy of this resolution together with the copy of the President Report for the year 2023 for their validation.

APPROVED UNANIMOUSLY

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

• OPERATIONS REPORT

The management presented a short video presentation of CARE MBA, Inc. activities for year 2023 and Mrs. Pelagia C. Mendones, General Manager of CARE MBA, Inc. discussed the following as major highlights of 2023 operations.

2023 OPERATIONS REPORT

A. Membership

Basic Life Insurance Plan (BLIP)	- Membership growth of <u>4,045</u> as of December 31, 2023 - Total active members <u>29,453</u>
Credit Life Insurance Plan (CLIP)	<u>14,532</u> – Existing Insured Loans as of December 31, 2023 with a total amount insured of <u>713 Million</u> <u>12,146</u> Matured Insured Loans with a total amount insured of <u>845 Million</u> <u>26,678</u> number of accounts/loan from <u>69</u> cooperative partners enrolled and avail Credit Life Insurance Plan with <u>1.6 Billion</u> accumulated loan amount

B. Market Expansion

	- Give orientation to new partner cooperatives through meetings with the key officers, board of directors of the following cooperatives: ➤ Quezon Pahiyas Van Transport Service and Multi-purpose Cooperative, Lucban, Quezon ➤ Talim Farmers Multi-purpose Cooperative, Lucena City ➤ Laguna Employees Multi-purpose Cooperative, Sta. Cruz, Laguna ➤ Alabat St. Vincent Multi-purpose Cooperative, Alabat, Quezon
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C. MBA Compliance Reports and Performance Management

Compliance Reports	Submitted Annual Statement to Insurance Commission on-time: - Received the approved Tax Exemption Certificate - Submitted the General Information System and Audited Financial Statement to Security and Exchange Commission on-time - Prepared and submitted the Annual Corporate Governance Report (ACGR) to Insurance Commission - Submitted on-time the following reports: - Monthly financial report to the board of trustees - Quarterly report on selected financial statistics for MBA's - Quarterly negative list for board of trustees and employees - Quarterly financial conditions on: - Invested assets - Operating results - Business done on membership and claims - Itemized list of claims (members & beneficiaries) - Complied on-time the data for reserves valuation for actuary - Attended the Annual Statement Workshop facilitated by the actuary and Insurance Commission - Submitted the complete data to MIMAP-RIMANSI for CLIP product review - Attended workshop on Enterprise Risk Management for the refinement of Risk Registry
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MINUTES OF THE 14TH ANNUAL GENERAL MEETING

C. MBA Compliance Reports and Performance Management

- Completed the strategic planning with CARE MBA, Inc. board of trustees, selected partner cooperatives and management staff
- Joined and signed the Memorandum of Agreement on Strengthening the Performance Monitoring of microinsurance MBA's
- Attended the online training on how to use the Xendit Dashboard with Xendit Ph for the in-app payment features of the mobile app

D. Risk Pooling

- Renewed the Catastrophe Excess of Loss reinsurance for CLIP/BLIP
- Renewed the additional benefits insurance for 12,000 members in good standing
- Signed Memorandum of Agreement for reinsurance of Credit Life to National reinsurance Company (NATRE) for loan above P200,000.00

E. Project Partnership

CITI Foundation

- Signed the service agreement with MIMAP for mobile app enhancement for in-app payment
- Hired local project staff for monitoring and evaluation reporting

DSWD

- Signed Memorandum of Agreement for Financial Literacy and products/services orientation to 25 SLP Federations in Quezon Province

F. Representation to Local and International Linkages

- Invited to share/present on the following events:
 - AOA Seminar 2023: Our Vision for the Future in Sydney, Australia (Sept. 26-28, 2023)
 - MIMAP – Microinsurance Forum
 - MIMAP – Management Forum/Workshop
 - MIMAP – Governance and AMLA Workshop
 - RMSI – Executive Board Meetings
 - PCDC - Provincial Cooperative Development Council - Attended the regular quarterly meetings
 - LCDC - Lucena Cooperative Development Council – Attended the regular monthly meetings

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

G. Board of Trustee and Staff Development/Exposure

- Conducted and completed the Board of Trustees, Committees and staff performance evaluation for 2023
- Implemented the salary increase based on Wage Order IV-20 starting September 2023
- Attended trainings for board of trustees and management staff:

Name of Seminars/Trainings	Date	Venue
Learning Circle: MIS Security Training	Dec. 12 & 13, 2023	Ortigas Center, Pasig City
Financial Literacy Program	Oct. 30, 2023	Videoconferencing
Good Governance and Anti-Money Laundering Act (AMLA) Workshop	Oct. 18, 19 & 20, 2023	St. Francis Square, Ortigas, Pasig City
IFRS Masterclass	Oct. 9, 10 & 11, 2023	Privato Hotel, Ortigas, Pasig City
Social Media Marketing	July 26, 27, 28, 2023	Brentwood Suites, Quezon City
Strengthening Women's Role in Mi-MBA Governance	March 30, 2023	Videoconferencing
SEC Regulations on Disclosure of Beneficial Ownership Information	Feb. 28, 2023	Videoconferencing
Ensuring Efficient CLIP Administration "The CARD Way"	Feb. 21, 2023	Bay, Laguna

- Exposure to the following:

Name of Seminars/Trainings	Date	Venue
Management Forum "Risk, Compliance, Performance"	Aug. 23-25, 2023	Zamboanga City
National Microinsurance Forum: "Evolving with a Purpose in the Next Normal"	Jan. 26, 2023	PICC, Manila

Subject	Number of Voting Delegates	No. of Votes in Favor	No. of Votes Against	No. of Abstain Vote	No. of Absentees
Approval of President's Report	60	54	0	0	6

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

GENERAL ASSEMBLY RESOLUTION NO. 004-2024

Operations Report for the Year 2023

On motion of Atty. Joycee Sio, representing St. Jude Multi-purpose Cooperative, duly seconded by Mrs. Aya Rose Calleja, representing RHUDARDA Multi-Purpose Cooperative.

RESOLVED, AS IT IS HEREBY RESOLVED, to approve the Operations Reports of CARE MBI, Inc. covering the period January 1 to December 31, 2023.

RESOLVED FURTHER, that as deemed required, CARE MBI shall furnish the Insurance Commission and the Securities and Exchange Commission with a copy of this resolution together with the copy of the Operations Report for the year 2023 for their validation.

APPROVED UNANIMOUSLY

IX. TREASURER'S REPORTS

Mrs. Criselda R. Abuel, President called Mr. Perseverando C. Fajardo, Treasurer, to present to the representatives/partners the Audited Financial Statement and Income Statement of CARE MBI as of December 2023, as follows:

	2022	2023
Total Assets	P171,309,636.00	P 155,869,425.00
Total Liabilities	P93,854,985.00	P 86,202,654.00
Total Fund Balance	P77,454,651.00	P 69,666,771.00
Net Income	P8,486,556.00	P 8,763,219.00
Operating Expense	P6,403,014.00	P 5,757,491.00
Liquidity Ratio	705%	924%
Solvency Ratio	153%	154%
Reserves for Members Equity	P76,339,163.00	P 71,151,642.00
Reserves for Credit Life	P4,837,734.00	P 4,886,343.00
Reserves for Basic Life	P168,349.00	P 156,208.00
Reserves for Golden Life	P1,533,104.00	P 976,406.00

Subject	Number of Voting Delegates	No. of Votes in Favor	No. of Votes Against	No. of Abstain Vote	No. of Absentees
Approval of Treasurer's Report	60	54	0	0	6

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

ACTION OF THE ASSEMBLY: The Assembly approved the Treasurer's Report.

GENERAL ASSEMBLY RESOLUTION NO. 005-2024

Approval of Treasurer's Report for the Year 2023

On motion of Mrs. Rebecca Rufo, representing Ating Kooperatiba Multi-Purpose Cooperative, seconded by Mrs. Anna Liza Adante, representing Kinatihan 1 Multi-Purpose Cooperative.

RESOLVED, AS IT IS HEREBY RESOLVED, to approve the Treasurer's Report for the year 2023 as presented during the Annual General Meeting.

RESOLVED FURTHER, that as deemed required, CARE MBI shall furnish the Insurance Commission and the Securities and Exchange Commission a copy of this resolution together with the copy of the said Treasurer's Report for their validation.

APPROVED UNANIMOUSLY

X. COMMITTEE REPORTS

President Abuel, called the Chairpersons of each Committee to present their respective Committee Reports, as follows:

☐ Corporate Governance Committee

Headed by Chairperson Mrs. Mary Juliet D. R. Labitigan one of Independent Trustee, together with the members: Mrs. Luzviminda G. Calzado, Mr. Perseverando C. Fajardo, Mrs. Erlene E. Barandino, Mrs. Myrna T. Salvaleon

Mandate: The Corporate Governance Committee provide oversight on all matters connected with Board policies concerning Trustees nomination, training and performance evaluation. Moreover, the Committee oversees the policy guidelines for the Association's membership, ensuring compliance with government's requirements, regulations and good corporate governance and smooth functioning of the association.

Key Resolutions and Agenda:

- Scrutinize the Scholarship Policy and conclude to revise the policy specifically on the following parts:
 - > Qualifications for Scholarship
 - > Selection Process
 - > Requirements
 - > Rules and Regulations
 - > Termination of Scholarship
- Review the Scholarship Contract for College level. Made changes on the said contract
- Approve the questionnaires to be use on the Strategic Planning.
- Review Annual Corporate Governance Report (ACGR) result and recommendations.
- Review the status of CAREMBAI scholars and set new standards for new scholarship applicants.
- Evaluate the five-year development plan.
- Approve the 2024 Work Plan base on the set targets and objectives in the five-year development plan.
- Confirmed the questionnaires for the performance evaluation of the board of trustees and committees for year 2023.

☐ Board Risk Oversight Committee:

Chairperson: Mr. Gaudioso A. Lavadia - Independent Trustee

Members: Mrs. Criselda R. Abuel, Mrs. Perseverando C. Fajardo, Mr. Armiel A. Azul, Mr. Lucilo G. Jimenez

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

Mandate: The Board Risk Oversight Committee is responsible for defining CARE MBA's level of risk tolerance and providing oversight over its risk management policies and procedures to anticipate, minimize, control or manage risks or possible threats to the Association's operational and financial viability.

Key Resolutions and Agenda:

- Reviewed of Enterprise Risk Management Manual
- Evaluated the Risk Assessment and Operational Plan
- Established targets of the association. The Committee set its objectives for year 2024 and unanimously agreed on the following:
 - > 4,200 increased in membership
 - > To have 5 new partners
 - > Membership retention of 80% and above
 - > Expand partnership in other provinces/within Southern Luzon like Batangas, Mindoro
- Analyze and reviewed the Risk Registry of CARE MBA, Inc.
- Identify risks (for year 2023-2024) with its corresponding strategies and action plans
- Agree to monitor the distinguish risks and immediately mitigate them as soon as possible.

□ Audit and Related Party Transactions Committee:

Chairperson: Mr. Gaudioso A. Lavadia - Independent Trustee

Members: Mr. Lucilo G. Jimenez, Mrs. Paz L. Bobadilla, CPA, Mr. Dominador S. Tamayo, CPA Mrs. Melody L. Bringel

Mandate: The Audit Committee provides independent assurance service to the Board and Management of CARE MBA, Inc. The Committee establishes internal control, review policies and procedure, and audit plan.

The Related Party Transaction Committee is authorized by the Board to consider, review, evaluate and provide oversight in relation to any Related Party Transaction upon becoming aware of or being referred such transaction or proposed transaction of CARE MBA, Inc.

Key Resolutions and Agenda:

- Evaluated the issued tax exemption certificate page by page, including the following:
 - Terms and Conditions of the Certificate of Tax Exemption
 - Taxpayer's Duties and Responsibilities
- Recommend to reclassify the following accounts in Membership Fees; Contributions for BLIP; Premium for Optional Products CLIP and GLIP and members' Reinsurance Premium to Members Contribution in accordance with BIR - Certificate of Tax Exemption
- Attentively pay attention to the short presentation discussed in IFRS 17-Masterclass learnings shared by the participants who attended the IFRS 17 Masterclass held last October 09-11, 2023 at Pasig City. Looking forward for next session; audit impact assessment and proposed visitation of Actuary and Audit Group of MIMAP at CARE MBA, Inc. Office by 2024.
- Reviewed and analyzed the proposed 2024 budget.
- Reviewed the new MIS policies in compliance with the MIS Security Training echoed by the Compliance Officer and MIS Officer on December 12 and 13, 2023 at Pasig City as follows:
 - Information Security Policy
 - Policy on Information Asset Storage Security
 - Policy on Information Asset Disposal
 - Password Management Policy
- Recommended to seek the approval of Insurance Commission for the propose new building construction to be used for members and partners continuous education and micro insurance awareness.
- Evaluated the audit engagement with the external auditor -Quilab and Garsuta CPAs and recommended to retain their service for year 2024.

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

Subject	Number of Voting Delegates	No. of Votes in Favor	No. of Votes Against	No. of Abstain Vote	No. of Absentees
Approval of Committee Reports	60	54	0	0	6

ACTION OF THE ASSEMBLY: The Assembly approved the Committee Reports.

GENERAL ASSEMBLY RESOLUTION NO. 006-2024

Approval of Committee Reports for the Year 2024

On motion of Mr. Jahmel N. Mora, representing Ilasan Multi-purpose Cooperative, seconded by Mrs. Rodenia Bautista, representing KUMARE, Inc.

RESOLVED, AS IT IS HEREBY RESOLVED, to approve the Committee Reports for the year 20223 as presented during the Annual General Meeting.

RESOLVED FURTHER, that as deemed required, CARE MBI shall furnish the Insurance Commission and the Securities and Exchange Commission a copy of this resolution together with the copy of the said Committee Reports for their validation.

APPROVED UNANIMOUSLY

XI. MATTERS FOR APPROVAL AND RATIFICATION

1. **Board and Management Action** - Mrs. Criselda R. Abuel, President reported the summary of Board and Management Actions for year 2023 as follows:

- Summary of Board Resolutions:

CARE MBI, BOARD RESOLUTIONS For The Year 2023		
Jan 19, 2023	001-2023	Confirmation of Compulsory Retirement of Mrs. Pelagia C. Mendones
Jan 19, 2023	002-2023	Contract of Service of Mrs. Pelagia Mendones for the Period January 1-May 31, 2023
Jan 19, 2023	003-2023	Management Training of Employee for Higher Position Effective March 1, 2023
Jan 19, 2023	004-2023	Hiring of Contractual Staff for CARE MBA Mobile App
Feb 24, 2023	005-2023	Official Representative to MIMAP-RIMANSI Annual General Meeting
Feb 24, 2023	006-2023	1CISP Group Personal Accident Insurance- proposal to offer to partners as incentive to members
Feb 24, 2023	007-2023	Investment in Retail Treasury Bond 16 with LBP for P10M
Mar 24, 2023	008-2023	Legal Services Engagement with Ortiz & Bandon Law Office re: Tax Exemption Ruling for CARE MBA, Inc.

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

CARE MBAJ, BOARD RESOLUTIONS For The Year 2023

Mar 24, 2023	009-2023	Activities and Budget for the 14th Anniversary Celebration of CARE MBA, Inc.
Apr 28, 2023	010-2023	A Resolution to Amend the Policy on Donation to Solicitors
Apr 28, 2023	011-2023	Acceptance of the Annual Financial Statement Report for the Period ended December 31, 2022
Apr 28, 2023	012-2023	A Resolution to Enter into Audit Engagement with Quilab & Garsuta, CPAs re: FS 2023
Apr 28, 2023	013-2023	Confirmation of Candidacy of Dr. Ramon C. Yedra for the vacant seat in the Independent Trustees
Apr 28, 2023	014-2023	Confirmation of New Partners
May 16, 2023	015-2023	Salute to the late Dr. Ramon C. Yedra
May 16, 2023	016-2023	Confirmation of Candidacy of Mrs. Mary Juliet Labitigan for the vacant seat in the Independent Trustees
May 26, 2023	017-2023	The Board of Trustees for the Term 2023-2024
May 26, 2023	018-2023	Re-appointment of Erlene E. Barandino as Corporate Secretary for the Term 2023-2024
May 26, 2023	019-2023	The Working Committees for the Term 2023-2024
June 23, 2023	020-2023	Confirmation of Probationary Employment Status of Ms. Reinnie Rose P. Torres
June 23, 2023	021-2023	A Resolution to Revive the Ethics Committee with the Chairperson coming from the Advisory Board, De Asis and Barandino
June 23, 2023	022-2023	Amendment of Policy on Travelling Allowances effective June 2023
June 23, 2023	023-2023	Salary Distortion
June 23, 2023	024-2023	Acceptance of Resignation
June 23, 2023	025-2023	Official Delegates in AOA/ICMIF Seminar in Sydney, Australia
June 23, 2023	026-2023	Placement of Investment with Metrobank
June 23, 2023	027-2023	Creation of Investment Committee
June 23, 2023	028-2023	Authorized Signatory to BIR Tax Clearance

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

CARE MBAI, BOARD RESOLUTIONS For The Year 2023

July 24, 2023	029-2023	A Resolution Accepting the IC Verification Report of the Annual Statement of CARE MBAI 2022
July 24, 2023	030-2023	Appropriation of P8,260,596.49 Excess Free and Unassigned Fund Balance for Year 2022
July 24, 2023	031-2023	Approval of Membership Campaign in Oriental Mindoro via Tech'l & Fin'l Support from MIMAP-ICMIF
July 24, 2023	032-2023	Renewal of GYRT Free Life Insurance Benefits to Members in Good Standing
July 24, 2023	033-2023	A Resolution Authorizing Withdrawal of UITF from Metrobank
July 24, 2023	034-2023	Confirmation of Hiring of Mylen Ibarrola as Project Staff for CITI Foundation (CARE Mobile)
July 24, 2023	035-2023	Confirmation of New Partner Cooperative- LEMCO
July 24, 2023	036-2023	Delegates for MiMAP-RIMANSI Management Forum in Zamboanga City
July 24, 2023	037-2023	Legal and Research Fund Contribution of P40K
July 24, 2023	038-2023	A Resolution Approving Consultancy Agreement with Ms. Mary Altrese A. Panganiban
July 24, 2023	039-2023	Camera and Projector charged against Education & Training
Aug 31, 2023	040-2023	CARE MBA Revised Scholarship Policy
Aug 31, 2023	041-2023	Opening of Deposit Accounts with LBP Quezon Avenue Branch
Sep 22, 2023	042-2023	A Resolution to Approve the Solicitation of LCCDC for a Donation of 10K for 'Coop Bank of Love' Project
Sep 22, 2023	043-2023	A Resolution to Place P5M investment in Treasury Bills Offered by China Bank
Oct 27, 2023	044-2023	Confirmation of Change of Employment Status from Probationary to Permanent
Oct 27, 2023	045-2023	Approval of Implementation of Salary Adjustment in Compliance with Wage Order No. IVA-20 -Effective 9/26/2023
Oct 27, 2023	046-2023	Acknowledgment Receipt of the Tax Exemption Certificate
Oct 27, 2023	047-2023	Change of Account Titles to Align with Proper Booking Acceptable for Tax Exemption
Oct 27, 2023	048-2023	Conduct of Impact Assessment of IFRS 17 (in view of actual experience with bank as regards booking of income)
Nov 23, 2023	049-2023	Closing of Two Special Savings Deposit Accounts from the Cooperative Bank of Quezon Province

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

CARE MBAI, BOARD RESOLUTIONS For The Year 2023

Nov 23, 2023	050-2023	Placement of Time Deposit with a Reputable Commercial or Universal Bank
Nov 23, 2023	051-2023	A Resolution to Enter into Partnership with Xendit Philippines as Payment Integrator in CARE MBA Mobile Application
Dec 19, 2023	052-2023	A Resolution to Place Investments in Banks Offering High Yield Deposits
Dec 19, 2023	053-2023	Approval of CARE MBAI Five-Year Development Plan
Dec 19, 2023	054-2023	Cash Gift to Management Staff for Year 2023

Subject	Number of Voting Delegates	No. of Votes in Favor	No. of Votes Against	No. of Abstain Vote	No. of Absentees
Approval of Committee Reports	60	54	0	0	6

ACTION OF THE ASSEMBLY: The Assembly approved the Board and Management Actions for year 2023

GENERAL ASSEMBLY RESOLUTION NO. 007-2024

Approval of the Board and Management Actions for year 2023

On motion of Mrs. Glenda Arana, representing Ating Kooperatiba Multi-purpose Cooperative, seconded by Mrs. Inez Liberty Villon, representing LEAF Multi-purpose Cooperative.

RESOLVED, AS IT IS HEREBY RESOLVED, to approve the Board and Management Actions for year 2023.

RESOLVED FURTHER, to approve the Board and Management Actions covering the period January 01 to December 31, 2023.

RESOLVED FINALLY, that as deemed required, CARE MBAI shall furnish the Insurance Commission and the Securities and Exchange Commission with a copy of this resolution together with the copy of Board and Management Actions covering the period January 01 to December 31, 2023 for their validation.

APPROVED UNANIMOUSLY

2. Appointment of the External Auditor:

President Abuel, called on Mr. Gaudioso A. Lavadia, Independent Trustee, to present the Audit and Related Party Transactions Committee's recommendation regarding external audit and audited financial reports of CARE MBAI. Mr. Lavadia, reported that the Committee' recommendation is to again enter into Audit Engagement with Quilab and Garsuta, CPA's (Q&G, CPA's) for the conduct of external audit and preparation of the audited financial report of CARE MBAI for the year 2024 for a fee of P75,000.00, excluding of out-of-pocket expenses, which is reasonable enough and commensurate to the services they will render.

Quilab and Garsuta CPAs did not performed any non-audit services for CARE MBA, Inc. and no non-audit fees were paid. Other reasons for recommending Quilab & Garsuta, CPA's are as follows: they are accredited by the Insurance Commission (IC) and they are able to submit pertinent reports to Insurance Commission and the Securities and Exchange Commission on time.

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

Subject	Number of Voting Delegates	No. of Votes in Favor	No. of Votes Against	No. of Abstain Vote	No. of Absentees
Approval of Committee Reports	60	54	0	0	6

ACTION OF THE ASSEMBLY: The Assembly resolved to enter into Audit Engagement with Quilab & Garsuta, CPA's as recommended by the Audit Committee.

GENERAL ASSEMBLY RESOLUTION NO. 008-2024 Approval of the Audit Engagement with Quilab and Garsuta CPAs

On motion of Mr. Genes Glorioso, representing QPGOE Multi-purpose Cooperative, seconded by Mr. Jay Labis, representing Gumaca MSK Multi-Purpose Cooperative.

RESOLVED, AS IT IS HEREBY RESOLVED, to approve the Audit Engagement with Quilab and Garsuta CPAs as presented during the Annual General Meeting.

RESOLVED FURTHER, to approve the professional fee of SEVENTY-FIVE THOUSAND PESOS (P75,000.00), excluding an out-of-pocket expenses.

RESOLVED FINALLY, that as deemed required, CARE MBI shall furnish the Insurance Commission and the Securities and Exchange Commission a copy of this resolution together with the copy of the said Audit Engagement with Quilab and Garsuta, CPA's for their validation.

APPROVED UNANIMOUSLY

3. 2024 Plans and Priorities

Plans and Priorities for 2024 Based on Five-Year-Development Plan

1. Increase in member's outreach by 15%
2. Maintain members retention by 85% or a total of 30,000
3. Persuade/encourage exit age members to enroll on Golden Life Insurance Plan
4. Encourage all partner cooperatives to patronize Credit Life Insurance program for all members loan.
5. Explore five (5) additional new cooperative partners and expand partnership in other provinces.
6. Implement online membership, collection and claims transactions
7. Update Facebook and Website regularly
8. Improve Information Education and Communication (IEC) materials for marketing programs
9. Strengthen trainings/seminars for staff and board of trustees
10. Strengthen linkages for both National and International networks
11. Proposed office renovation for training facility

B. 2024 Budget

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

Financial Projection and Budget 2024

	Particulars	Budget
1. Projected Collections	Members' Contributions- BLIP	18,501,120.00
	Members' Contributions- CLIP	19,200,000.00
	Members' Contributions- GLIP	756,000.00
	Membership Fee	630,000.00
	Reinsurance Income	1,700,000.00
	Interest & Investment Income	2,760,000.00
TOTAL		P 43,547,120.00

2. Aggregate Reserves for Members Benefits	Member's Equity	6,370,560.00	
	Claims Fund-BLIP	4,830,336.00	
	Claims Fund-CLIP	960,000.00	
	Claims Fund-GLIP	226,800.00	12,387,696.00
NET CONTRIBUTIONS			P 31,159,424.00

LESS:			
3. Projected Budget for regular operations	3.1 Claims Benefit Expenses:		
	BLIP	2,400,000.00	
	CLIP	4,800,000.00	
	GLIP	250,000.00	
	Surrendered Plan/refund of members equity	2,880,000.00	
	3.2 Reinsurance Expense and Collection fees	7,615,056.00	
	3.3 General and Admin Expenses	6,844,170.37	24,789,226.37
NET SURPLUS			P 6,370,197.63

Subject	Number of Voting Delegates	No. of Votes in Favor	No. of Votes Against	No. of Abstain Vote	No. of Absentees
Approval of Committee Reports	60	54	0	0	6

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

ACTION OF THE ASSEMBLY: There having no further corrections and comments raised, the CARE MBAI 2024 Plans and Priorities and Budget were approved.

GENERAL ASSEMBLY RESOLUTION NO. 0009-2024

Approval of 2024 Plans and Priorities and Budget

On motion of Mr. Marvin Noveno, representing Ating Kooperatiba Multi-purpose Cooperative, duly seconded by Mrs. Marilyn Decena, representing Koopnaman Multi-purpose Cooperative.

RESOLVED, AS IT IS HEREBY RESOLVED, to approve the 2024 Plans and Priorities and Budget

RESOLVED FURTHER, that as deemed required, CAREMBAI shall furnish the Insurance Commission and the Securities and Exchange Commission with a copy of this resolution together with the copy of the said 2024 Plans and Priorities and Budget for their validation.

XII. ELECTION PROPER 2024

Mrs. Myrna T. Salvaleon, Chairperson of the Election Committee explained the election rules and guidelines, as follows:

A. CARE MBAI ELECTION GUIDELINES AND VOTING SYSTEM

Board of Trustee Composition- shall consist of seven (7) members, as follows:

- Five (5) regular trustees and
- Two (2) independent trustees

Election Committee- shall be composed of at least three (3) members duly elected by members in good standing of CARE MBA, INC.

Term of Office

- ☐ Shall serve for two (2) years immediately after being elected

Qualified partners to send candidates

- ☐ Must be an active partner of CARE MBAI;
- ☐ Must have at least 500 and above members enrolled in our primary products, which is BLIP.

Qualifications of Candidates

- ☐ Members in good standing who meet the qualifications in Section 5 of the Election Guidelines;
- ☐ Member for at least one (1) year before or at the time of election;
- ☐ Must be updated in payment of his obligations to the CARE MBA at the time of filing of candidacy;
- ☐ Must not have any conflicting interest
- ☐ Other prohibitive provisions imposed by Insurance Commission (IC).

Outgoing Officers:

Board of Trustees	Independent Board of Trustee	Election Committee
Luzviminda G. Calzado	Gaudioso A. Lavadia	Myrna T. Salvaleon
Perseverando C. Fajardo		Milagros A. Decena
Armiel A. Azul		

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

Google Form Application: How to Participate?

- ☐ Receive the link to vote
- ☐ Click the link to vote
- ☐ Fill-up the Google Form App to vote
- ☐ Submit your vote
- ☐ The voting results will be automatically processed by the app and shown on screen
- ☐ The voting results will be saved to an excel file for reference and for the Election/Nomination Committee's validation and documentation
- ☐ A screenshot of the voting results will be done to show on the screen

Election of Board of Trustees and Election Committee

There having no further questions on the Guidelines, Mrs. Myrna T. Salvaleon, Chairperson of Election Committee proceeded with the presentation of the candidates for Board of Trustees and Election Committee, as follows:

Board of Trustees

Name of Candidates	Partner Cooperative/Organization
1. Atty. Joyce M. Sio	St. Jude Multi-Purpose Cooperative
2. Perseverando C. Fajardo	Quezon Federation and Union of Cooperatives
3. Armiel A. Azul	RHUDARDA Multi-Purpose Cooperative

Independent Board of Trustee

Name of Candidates	Partner Cooperative/Organization
1. Gaudioso A. Lavadia	NONE

Election Committee

Name of Candidates	Partner Cooperative/Organization
1. Sedfrey R. Potestades	QPGOE Multi-Purpose Cooperative
2. Edenel F. Vasquez	Lopez Quezon Multi-Purpose Cooperative

XIII. Awarding of Certificates

Recognition and presentation of New Partners

- Alabat St. Vincent Multi-Purpose Cooperative
- Laguna Employees Multi-Purpose Cooperative
- Quezon Pahiyas Van Transport Service and Multi-Purpose Cooperative
- Talim Multi-Purpose Cooperative

Recognition of Top 3 Highest Contributor of New Members Enrolled in 2023

- Rank 3 – St. Jude Multi-purpose Cooperative
- Rank 2 – Pearls Multi-purpose Cooperative
- Rank 1 – Rhudarda Multi-purpose Cooperative

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

Recognition of Top 3 Highest Members Retention

- Rank 3 – Lucena Development Multi-purpose Cooperative
- Rank 2 – Pearls Multi-purpose Cooperative
- Rank 1 – Cagsiay 1 Multi-purpose Cooperative

Awarding of Certificates to Outgoing Officers

- Mrs. Luzviminda G. Calzado – Board of Trustee, Vice President
- Mrs. Myrna T. Salvaleon – Chairperson, Election Committee
- Mrs. Milagros A. Decena – Secretary, Election Committee

Loyalty Awardees

- 10 Years in Service – Mr. Graemarc Lester L. Alzaga
- 15 Years in Service – Ms. Maria Victoria A. Abrigo

XIV. OTHER MATTERS / OPEN FORUM

Mrs. Abuel opened the floor for Open Forum to address the concerns of partner- cooperatives and organizations through their representatives. Below is the summary of the said Open Forum:

Queries and Concerns	Answers and Clarifications
Mrs. Elycel C. Pamis of San Luis Development Cooperative asked, <i>"What will happen to a member with multiple membership"? What action should be done?</i>	General Manager Mendones answered, <i>"If there were multiple membership, his/her ledger of contribution shall be merge into one ledger and member must select what cooperative will he/she chose."</i>
Atty. Joyce M. Sio of St. Jude Multi-purpose Cooperative clarified, <i>"Is it ok to have one Basic Life Insurance Plan (BLIP) and multiple Credit Life Insurance Plan (CLIP) in different cooperatives?"</i>	President Abuel answered, <i>"Yes, Multiple Credit Life Insurance Plan is okay as long as they have one active membership for Basic Life Insurance Plan."</i>
Queries and Concerns	Answers and Clarifications
Mrs. Melanie P. Fontarum of St. Jude Multi-purpose Cooperative had a followed-up question, <i>"Basic Life Insurance Plan is the mandatory product of CARE MBA, Inc. how will you know if there are multiple membership?"</i>	General Manager Mendones answered, <i>"We have a system that is cloud based and our MIS team is the one responsible for verification of multiple membership of members."</i>
Mr. Arnel Leguro of Our Lady of the Angels Multi-purpose Cooperative asked, <i>"What is your formula for Solvency Ratio?"</i>	General Manager Mendones answered, <i>"We have the same formula for computing the Solvency Ratio which is Current Asset/Liabilities. However, the Insurance Commission has a standard which is >100%. Therefore, the association must need to invest and learn the techniques on investments. "</i>

XV. RESULTS OF ELECTIONS 2024

The Secretary of the Election Committee, Mrs. Milagros A. Decena, announced the results of Election 2024 and proclaimed the elected candidates.

MINUTES OF THE 14TH ANNUAL GENERAL MEETING

A. Regular Board of Trustees

Names	No. of Votes	Total Number of Members Represented	Rank	Remarks
Perseverando C. Fajardo	56	19,307	1	Elected
Atty. Joyce M. Sio	54	19,129	2	Elected
Armiel A. Azul	42	17,817	3	Elected
Rebecca O. Rufo	27	8,756	-	

B. Independent Trustee

Names	No. of Votes	Total Number of Members Represented	Rank	Remarks
Gaudioso A. Lavadia	71	26,728	1	Elected

C. Election Committee

Names	No. of Votes	Total Number of Members Represented	Rank	Remarks
Sedfrey R. Potestades	70	23,377	1	Elected
Edenel F. Vasquez	66	26,663	2	Elected

Subject	Number of Voting Delegates	No. of Votes in Favor	No. of Votes Against	No. of Abstain Vote	No. of Absentees
Approval of Election Result	60	54	0	0	6

GENERAL ASSEMBLY RESOLUTION NO. 010-2024

Affirmation of the Results of Elections 2024

On motion of Mrs. Melanie P. Fontarum, representing St. Jude Multi-Purpose Cooperative, duly seconded by Mrs. Emma A. Ayapana, representing KUMARE, Inc.,

RESOLVED, AS IT IS HEREBY RESOLVED, to affirm the results of CARE MBAI Elections 2024:

RESOLVED FURTHER, that as deemed required, CARE MBAI shall furnish the Insurance Commission and the Securities and Exchange Commission with a copy of this resolution for their information and proper guidance.

APPROVED UNANIMOUSLY

XVI. OATH TAKING OF THE NEWLY ELECTED TRUSTEES AND ELECOM MEMBERS

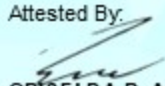
Atty. Eden Sarne, Legal Adviser of CARE MBA, Inc. facilitated the oath taking of the newly elected Trustees and Election Committee.

XVI. ADJOURNMENT

There having no more matters to be discussed, on motion of Mr. Ponciano Rea, representing MASAMCO, duly seconded by Mrs. Arlene Villanueva, representing St. Jude Multi-purpose Cooperative., the Annual General Meeting ended at exactly 3:50 o'clock in the afternoon.

I hereby certify the correctness of the foregoing Minutes

Attested By:


CRISELDA R. ABUEL
President

Certified Correct By:


ERLE E. BARANDINO
Corporate Secretary

BOARD RESOLUTIONS

Joint Report of the Board of Trustees and Management

As we face different transitions due to VUCA world, the management with the support of the officers and board of trustee, motivated by the continuous patronage of our partners and members, our organizations sets activities to plot plans for the future direction of our associations growth and development. We are presenting the approved board resolutions for the year 2024.

CARE MBAI, BOARD RESOLUTIONS For The Year 2024

MEETING DATE	RESOLUTION NUMBER	TITLE
Jan 26, 2024	001-2024	CARE MBA 14th Annual General Meeting
Jan 26, 2024	002-2024	Authorized Person to Authenticate IC Documents
Jan 26, 2024	003-2024	A Resolution to Authorize the Investment in LBP Green Growth
Feb 23, 2024	004-2024	CARE MBAI Visita Iglesia 2024
Feb 23, 2024	005-2024	Professional Fee of Mrs. Panganiban re: Preparation of Financial Statement to Ensure Completeness of all Reports Needed during Audit Season
Feb 23, 2024	006-2024	CARE MBAI Delegates to AOA Study Visit 2024 in Tokyo, Japan
Feb 23, 2024	007-2024	Official Delegates of CARE MBAI to MiMAP 19th Annual General Assembly
Feb 23, 2024	008-2024	Confirmation of Salary Adjustments of Mr. Brein Symon P. Diala and Ms. Reinnie Rose P. Torres effective January 1, 2024
Feb 23, 2024	009-2024	Representation Allowance of the Operations Officer
Feb 23, 2024	010-2024	Approval of CARE MBAI Budget 2024
Feb 23, 2024	011-2024	Approval of MIS Policies
Mar 25, 2024	012-2024	Annual General Meeting 2024 and 15th Foundation Anniversary Celebration of CARE MBA, Inc.
Mar 25, 2024	013-2024	Additional Delegates to the AOA International Tour 2024
Mar 25, 2024	014-2024	Revisit on the Policy on International Travel
Apr 26, 2026	015-2024	Recommendation of Audit Committee to Enter Audit Engagement with Quilab & Garsuta, CPAs, as External Auditor for the Conduct of the Financial Statements 2024
Apr 26, 2026	016-2024	Approval of Sponsorship for Publication of the National Microinsurance Forum 2024
Apr 26, 2026	017-2024	Approval of Budget for CARE MBA Annual General Meeting 2024 and 15th Foundation Anniversary Celebration
May 24, 2024	018-2024	Approval of CARE MBA Updated Pay Scale for Employees
May 24, 2024	019-2024	Investment in Government Securities thru PNB- Lucena Branch
May 31, 2024	020-2024	The Board of Trustees for the Term 2024-2025
May 31, 2024	021-2024	Approval of the Re-appointment of Erlene E. Barandino as Corporate Secretary for the Term 2024-2025
June 28, 2024	022-2024	Signatories in the Bank Accounts of CARE MBAI

BOARD RESOLUTIONS

CARE MBAI, BOARD RESOLUTIONS For The Year 2024

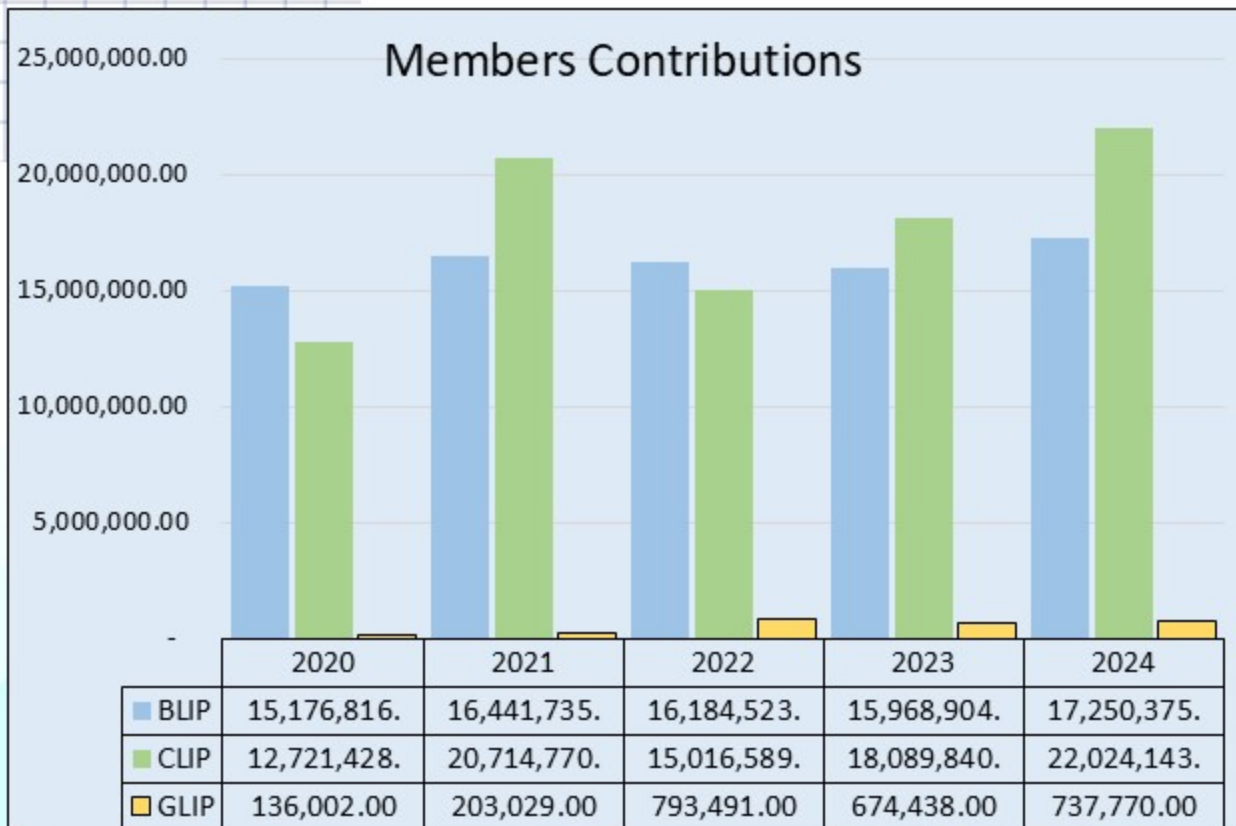
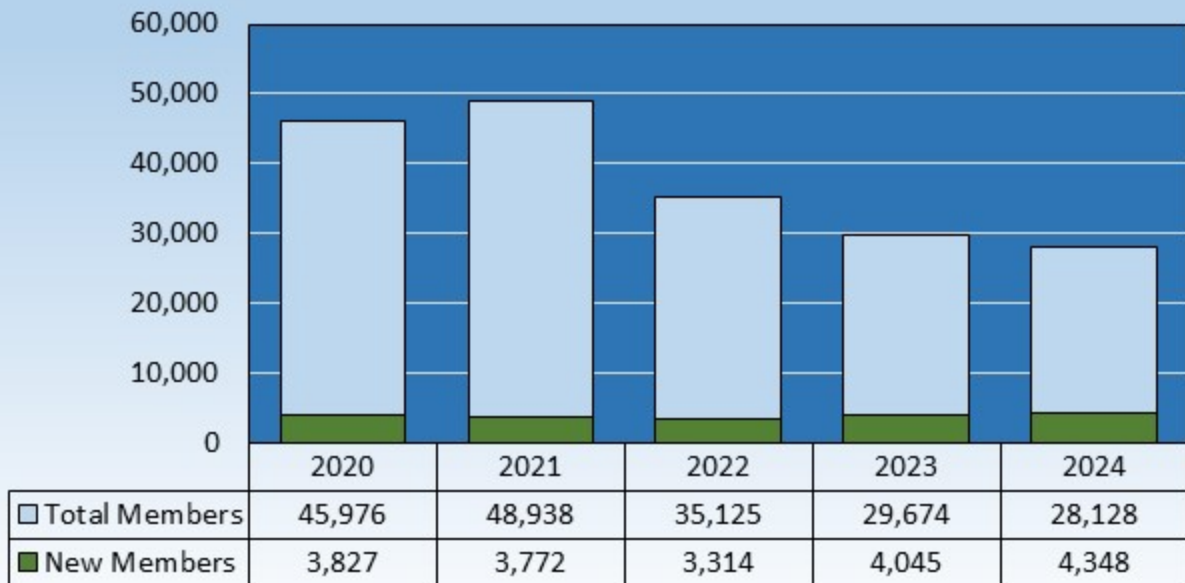
MEETING DATE	RESOLUTION NUMBER	TITLE
June 28, 2024	023-2024	Working Committees for the Term 2024-2025
June 28, 2024	024-2024	Investment in Megawide thru PNB- Lucena Branch
June 28, 2024	025-2024	Additional Investment in Government Securities thru PNB- Lucena Branch
July 26, 2024	026-2024	Delegates to STARCDC in Antipolo City
July 26, 2024	027-2024	Delegates to MiMAP Management Forum in Caoyan, Ilocos Sur
July 26, 2024	028-2024	A Resolution Granting Gratuity Pay to Ms. Maria Victoria A. Abrigo for Services Rendered to CARE MBA, Inc.
July 26, 2024	029-2024	A Resolution to Confirm the Practices of CARE MBA Regarding Claims
Aug 22, 2024	030-2024	CARE MBAI Retirement Policy Revised as of August 22, 2024
Aug 22, 2024	031-2024	CARE MBAI Policy on International Travel Updated as of August 22, 2024
Aug 22, 2024	032-2024	Renewal of Free Insurance Products as Members Benefits
Aug 22, 2024	033-2024	Free Insurance to Coordinators
Aug 22, 2024	034-2024	Free Insurance to Members in Good Standing
Sep 26, 2024	035-2024	Designation of AML Compliance Officer and AML Alternate Compliance Officer
Sep 26, 2024	036-2024	Designation of Data Protection Officer
Sep 26, 2024	037-2024	Building Construction and Improvement for Office Use
Oct 24, 2024	038-2024	Anti-Corruption Policy
Oct 24, 2024	039-2024	Videoconferencing Policy
Oct 24, 2024	040-2024	Approval of CARE MBA Work Plan for Year 2025
Oct 24, 2024	041-2024	Approval of CARE MBA Budget for Year 2025
Oct 24, 2024	042-2024	Approval of Audit Engagement with Quilab & Garsuta, CPAs as External Auditor for the Conduct of Financial Statements 2024
Nov. 29, 2024	043-2024	Approval of Investments
Nov. 29, 2024	044-2024	Approval of Cash Gift to the Management Staff
Dec. 23, 2024	045-2024	A Resolution Accepting the IC Verification Report of the Association's 2023 Annual Statement
Dec. 23, 2024	046-2024	Action taken on IC Verification of the 2023 Annual Statement Re: Findings and Requirements

Prepared by:


ERLENE E. BARANDINO
 Corporate Secretary

MEMBERSHIP UPDATE

MEMBERSHIP



CLAIMS SETTLEMENT

BASIC LIFE INSURANCE (BLIP)



NUMBER
OF CLAIMS

185

AMOUNT
OF CLAIMS

P 2.6M



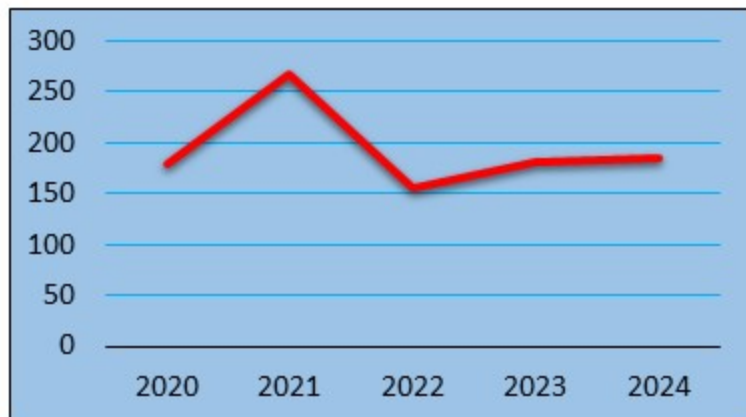
There were 185 BLIP claims for this year 2024, 133 are members, 51 are dependents and 1 total and permanent disability. The total amount of claims paid reached to P 2.6M.

The age with most deaths occur on the 51-60 and 61 and above years age range while the leading causes of death are: Cardiovascular, Respiratory, Neurological, Hematological, and Multi-organ Failure/Renal respectively.

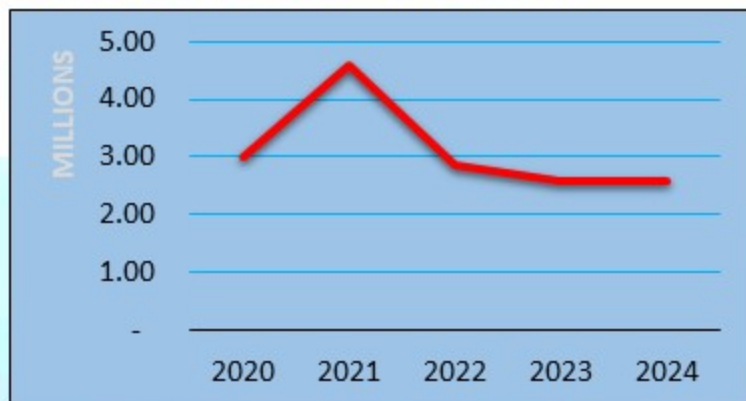
Age Range	No. of Claims
Below 18	4
18-30	4
31-40	8
41-50	32
51-60	70
61& above	67
TOTAL	185

Cause of Death	No. of Claims
Cardiovascular	64
Respiratory	50
Neurological	31
Hematological	17
Multi-Organ Failure	8
Renal	6
Gastrointestinal	4
Cancer	3
Homicide	1
Undetermined	1

NUMBER OF CLAIMS



AMOUNT OF CLAIMS



OPERATION HIGHLIGHTS

CREDIT LIFE INSURANCE (CLIP)



INSURED LOANS

13,981



TOTAL AMOUNT INSURED

P 389M



NUMBER OF CLAIMS

76



AMOUNT OF CLAIMS

P 2.9M

RE-INSURANCE



NUMBER OF CLAIMS

49



AMOUNT OF CLAIMS

P 5.1M

GOLDEN LIFE INSURANCE (GLIP)



ENROLLED

250



NUMBER OF CLAIMS

76



AMOUNT OF CLAIMS

P 82K

In 2024, CARE processed 76 claims in credit life Insurance Plan (CLIP) totaling P 2.9M.

In addition to the 76 claims processed, there were 49 re-insured claims totaling P 5.1M

Golden Life Insurance Plan (GLIP) is an extended program of BLIP for members reaching the Exit Age of 66 years old with uninterrupted member of BLIP for a minimum of 5 years. 10 years to pay covered by the insurance up to 100 years old.

This year 2024, 2 claims in GLIP and the total amount reached P 82k.

OPERATION HIGHLIGHTS

MEMBER'S BENEFIT

10K FREE INSURANCE



ENROLLED

9,757



NUMBER OF CLAIMS

49



AMOUNT OF CLAIMS

P 490K

FIRE ASSISTANCE



GRANTED ASSISTANCE

21



TOTAL AMOUNT

P 19K

Free Members' Benefit Program is CARE MBA's additional life insurance given to members in good standing (MIGS) with at least two years of free insurance with P10,000.00 benefits and does not need any contribution.

There were 49 claims from 2024 and the benefits were given directly to their respective beneficiaries.

CARE MBA Inc. immediately provides cash assistance on financial needs of members affected by calamities and those members house burned down by fire. There were twenty-one recipients of fire assistance in 2024.

CARE MBA SCHOLARSHIP PROGRAM



COLLEGE

14

SENIOR
HIGH

3

JUNIOR
HIGH

1



TOTAL FINANCIAL ASSISTANCE

P 155K

Scholarship Program gives financial assistance (Extra Baon) to qualified students whose parent/s are active members of CARE MBA for at least two years, with three (3) children studying, simultaneously. The Extra Baon for Junior and Senior High is P 4,000.00 and P 10,000.00 for College scholars, every school year.

To date, we have 1 Junior High, 3 Senior High and 14 College scholars who are continuously renewing and complying with the guidelines and policies of CARE MBA, Inc. Scholarship Program.

FINANCIAL HIGHLIGHTS

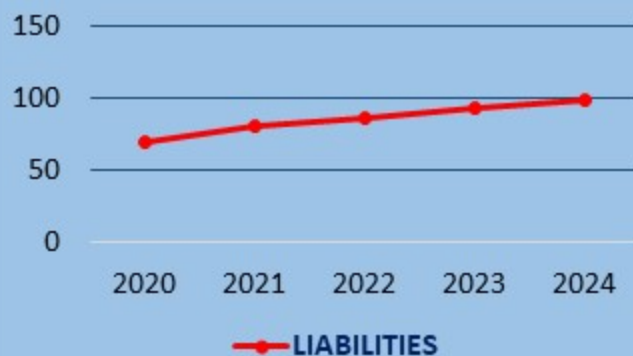
The asset of CARE MBA Inc. soar over the year. From Five Million (P 5,000,000.00) General fund in 2009 ballooned to P 189,367,222.00

ASSETS



The increase in Liabilities is an indication of an increase in the Fund Balance of new members availing themselves of CARE MBA, Inc. services, along with existing members opting to retain their membership.

LIABILITIES



Over time, the fund balance has consistently grown. This indicates that CARE MBA Inc. assets exceed its liabilities, reflecting a positive financial position. The increase in fund balance suggests that CARE MBA Inc. is accumulating resources or profits, which can be used for future investments, or to cover unexpected expenses.

FUND BALANCE



FINANCIAL HIGHLIGHTS

	2024	2023	VARIANCE INC/(DEC)
ASSETS	189,367,222	171,309,636	↑ 11%
LIABILITIES	99,693,488	93,854,958	↑ 6%
FUND BALANCE	89,673,734	77,454,651	↑ 16%
NET SURPLUS	12,249,344	8,486,556	↑ 44%
MEMBERS' CONTRIBUTION	40,012,288	34,773,182	↑ 15%
OPERATING EXPENSE	7,226,467	6,403,014	↑ 13%
LIQUIDITY RATIO	807%	705%	↑ 14%

The association delivered an impressive performance in 2024, with assets rising 11% to ₱189.4M and a 44% increase in net surplus, reaching ₱12.2M. This strong growth reflects better operations, smarter investments, and greater efficiency.

Fund balance grew 16%, while members' contributions rose 15%, showing increased trust and engagement. Despite expansion, the company kept a firm grip on costs with only a 13% rise in expenses.

Most notably, the liquidity ratio jumped to 807%, strengthening the company's ability to meet obligations and highlighting its financial resilience.

2024 was a year of solid performance, marked by increased profitability, stronger member engagement, and a healthier balance sheet. The company is well-positioned for sustained growth, driven by strategic decisions, operational excellence, and a commitment to financial integrity.

2025 BUDGET

Cooperative Alliance for Responsive Endeavor Mutual Benefit Association (CARE MBA), Inc.

Financial Budget 2025

Particulars		Budget
1 Projected Collections	Members' Contributions- BLIP	19,563,540.00
	Members' Contributions- CLIP	22,800,000.00
	Members' Contributions- GLIP	792,000.00
	Membership Fee	724,500.00
	Reinsurance Income	1,100,000.00
	Interest & Investment Income	4,200,000.00
TOTAL		P 49,180,040.00
2 Reserves for Members	Member's Equity	6,781,770.00
Benefits	Claims Fund-BLIP	2,689,062.00
	Claims Fund-CLIP	187,600.00
	Claims Fund-GLIP	3,840,000.00
		13,498,432.00
NET CONTRIBUTIONS		P 35,681,608.00

LESS:

3 Projected Budget for regular operations		
3.1 Claims Benefit Expenses:		
BLIP	5,880,000.00	
CLIP	4,800,000.00	
GLIP	100,000.00	
3.2 Reinsurance Expense and Collection fees	8,820,813.00	
3.3 General and Admin Expenses	8,759,797.54	28,360,610.54
NET SURPLUS		P 7,320,997.46

CAPITAL EXPENDITURE

BUILDING CONSTRUCTION & OFFICE IMPROVEMENT

CONSTRUCTION COST AND MATERIALS	17,575,000.00
OFFICE FURNITURES & FIXTURES	2,000,000.00

WORK PLAN 2025

Key Result Area	TARGET based on 5 year Development plan	STRATEGIES
A. Membership Growth		
A. 1 Membership Increase		
A.1.1 BASIC LIFE INSURANCE PLAN		
NEW MEMBERS 28,128 - 2024 baseline	- Increase 15% base on previous year 4,220 New Members for the year 2025	- Assign specific target members based on their membership to partner cooperative. - Introduce CARE MBA as Coop Family with living benefits - Give high benefits (Re-insurance) - Training per district - Explained the interest earned on equity value to partners/members
RETENTION 28,128 - 2024 baseline	Target 87% or increase of 2% per year	- Implementation of Reinstatement Policy - Promote Retention Program and increase participation rate
A.1.2 CREDIT LIFE INSURANCE PLAN		
Average of 14M CLIP contribution per year – 2024 baseline	17M gross contribution	- Partners to mobilize the trained coordinators for CLIP - Maintain Fast and Easy Claim - Maintain partnership and Camaraderie
A.1.3 GOLDEN LIFE INSURANCE PLAN		
250 2023 baseline	Additional 50 new members	- Continuous promotion and dissemination of Golden life - Monitoring of Qualified Members
B. AREA COVERAGE		
PARTNERSHIP AND LINKAGES		
B.1 Cooperative Partners 82-baseline	- Additional 5 new partners 87 partners	Seize area in QUEZON Province that are not yet partners
B.2 Number of Provinces: 5 (Quezon, Marinduque, Rizal, Laguna & Sorsogon)	Additional 1 province	Attend Networking Activities within Southern Luzon
C. POLICY AND PRODUCT		
C.1 Review, Create and Enhance	Additional 5 Policy (enhanced, review and created)	- Monitoring of existing policies - Coordinate with different committees for review and created policy
D. EFFICIENCY OF OPERATIONS		
D. 1 Digitization of Collection, Payment and Processing of Claims	40% of Collection	- Accept online payment - Subscribe to TEXT Blast - Educate partners about digitization
D. 2 MIS (Completion of data base by 2028)	70% of Data	- Data Capturing for selected cooperatives - Field visit and monitoring
D. 3 IFRS 17	Study IFRS 17	Attend training and seminars about IFRS 17

Key Result Area	TARGET based on 5 year Development plan	STRATEGIES
E. COMMUNITY DEVELOPMENT PROGRAMS		
E.1 Scholarship Program	Total of 21 scholars	- A lot number of scholars on selected partners - Select qualified MIGS members
E.2 Calamity Assistance	P200,000.00 budget	
E.3 Catastrophic Insurance	Payment of 21,000 pesos for Catastrophic Insurance	Subscribed to Catastrophic Insurance NATRE
E.4 Fire Assistance	P2,000.00 per beneficiary	
E.5 Additional Insurance Coverage 9,757 – 2024 baseline	Enroll 12,500 MIGS members	- Automatic Enrollment of MIGS - Give list of enrolled members to Partner Coop
E.6 Sustainable Community Project in Collaboration with Partners	7 activities - Tree planting - Feeding program - Dental mission	Collaborate on Top 10 performing partners on community projects
F. Human Resource Development for Staff and Members		
F.1 Trainings, Seminars and Workshops for Coop Coordinators	60 trainings and Seminars	- Tie Up with QFUC - Give training and Orientation by District
F.2.1 New Staff	Attend IC Mandatory Training	Coordinate with MIMAP
F.2.2 Advanced Training for Senior Staff	Attend IC Mandatory Training	Coordinate with MIMAP
F.2.3 Governance and AMLA Workshop for New Board of Trustees and Officers	Attend GAW and AMLA Training	Coordinate with MIMAP
F.2.4 Conferences Local and Abroad (2 attendees)	Attend 2 participants for AOA / ICMIF	Invitation form AOA / ICMIF
F.2.5 Lakbay-Aral Local and Abroad	1 Lakbay-Aral for 2025	Coordinate with local and overseas linkages
F.3 CREATION OF MARKETING AND TRAINING FACILITY		
F.3.1 Construction of New Training Facility	Start construction January 2025	- Funded 20% from Fund Balance 13M is 20% of 63.5M – Fund Balance
F.3.2 Renovation of Existing Building	Start of renovation Jan. 2025	Funded 20% from Fund Balance
	Purchase of new vehicle-van	

Priorities for 2025

Based on Five-Year-Development Plan

1. Increase membership by 15%
2. Maintain members retention by 85%
3. Encourage members that will exit age to enroll in Golden Life Insurance Plan
4. Motivate all partner cooperatives to patronize Credit Life Insurance Plan and strictly comply with all the requirements on re-insurance
5. Expand partnership in other provinces especially in CALABARZON
6. To have five new cooperative partners
7. Updating of members' data
 - Birthday
 - Gender
 - Contact Number
 - Beneficiary
 - Dependent
8. Implementation of mobile app
9. Enhance appropriate trainings/seminars for management staff, officers and board of trustees
10. Strengthen linkages/seminars for both local, national and international networks
11. Start of office improvements and building construction

2025 CANDIDATES

Candidates for BOARD OF TRUSTEES' (CHOOSE 2)

COURSE: BACHELOR OF SCIENCE EDUCATION – GENERAL SCIENCE

POST GRADUATE: MASTERAL EDUCATION SCHOOL SUPERVISOR & ADMINISTRATION

ADDRESS: BRGY.MUNTING PARANG, TAGKAWAYAN, QUEZON

OCCUPATION: PSDS - DEPED - QUEZON

WORK EXPERIENCE: • AKMPC – CHAIRPERSON
• MPC QPSTA – BOARD MEMBER
• DEPED GUINAYANGAN – PRINCIPAL III
• DEPED TAGKAWAYAN NATIONAL HIGH SCHOOL - MASTER TEACHER III

COOP REPRESENTED: ATING KOOPERATIBA MULTI-PURPOSE COOPERATIVE



FOR BOARD OF TRUSTEES

ISAGANI H. MATIBAG

CHAIRPERSON – ATING KOOPERATIBA MULTI-PURPOSE COOPERATIVE



FOR BOARD OF TRUSTEES

LUCILO G. JIMENEZ

MANAGER – LOPEZ QUEZON MULTI-PURPOSE COOPERATIVE

COURSE: BACHELOR IN ACCOUNTANCY

ADDRESS: LOPEZ, QUEZON

OCCUPATION: MANAGER - LOPEZ, QUEZON MULTI-PURPOSE COOPERATIVE

WORK EXPERIENCE: • LOAN BOOKKEEPER (1990-1993)
• LOAN OFFICER (1993-2015)

COOP REPRESENTED: LOPEZ QUEZON MULTI-PURPOSE COOPERATIVE

Candidates for ELECTION COMMITTEE (CHOOSE 1)

COURSE: BACHELOR OF SCIENCE IN CIVIL ENGINEERING

ADDRESS: LUCENA CITY

OCCUPATION: CONTRACT OF SERVICE

WORK EXPERIENCE: RETIRED OFW

COOP REPRESENTED: ST. JUDE MULTI-PURPOSE COOPERATIVE



FOR ELECTION COMMITTEE

RENATO L. OBEÑA

BOARD OF DIRECTOR – ST. JUDE MULTI-PURPOSE COOPERATIVE

CERTIFICATE OF ACTUARIAL VALUATION



STATEMENT OF OPINION

I, Mae Elizabeth S. Lungay, consulting actuary of **Cooperative Alliance for Responsive Endeavor Mutual Benefit Association, Inc. (CARE MBA)**, express the opinion that, based on the data supplied to me by

Ms. Pelagia Mendones, General Manager of CARE MBA,

the legal policy reserves and claims reserves of the Association as of 31 December 2024 amount to

Reserves for Basic Life Insurance	37,565.89
Basic Life Contributions Received in Advance	4,364,863.32
Reserves for Member's Equity Value	82,735,920.10
Reserves for Credit Life Insurance	4,477,654.28
Reserves for Golden Life Insurance	2,209,666.40
Claims Reserves for Basic Life Insurance	735,349.27
Claims Reserves for Credit Life Insurance	270,132.65
Claims Reserves for Golden Life Insurance	140,271.36
Total Reserves	94,971,423.27

The calculations of the legal policy reserves are based on reasonable actuarial assumptions and are in accordance with generally accepted actuarial principles.

The valuation process relies on the accuracy, validity, and comprehensiveness of the data supplied to me by the MBA through the Microinsurance MBA Association of the Philippines (MIMAP). This reliance extends to any oral, written, or online communications exchanged among the parties.

A copy of the certificate of Data Accuracy from the MBA's CEO/MBA Manager or any authorized representative and other supporting documents are attached together with this certification.

MAE ELIZABETH S LUNGAY, FASP, ASA

Consulting Actuary

IC Accreditation No. AC-06-2024-R

Effective from 01 January 2024 to 31 December 2026

7 April 2025

CERTIFICATE OF ACTUARIAL VALUATION



ANNEX "A"

A. Assets	
1. Net life insurance premiums and annuity considerations due and uncollected	Nil
2. Accident and health premiums due and uncollected	Nil
B. Liabilities	
1. Aggregate reserves for Basic Life Insurance	37,565.89
2. Contributions Received in Advance (Basic Life Insurance)	4,364,863.32
3. Aggregate reserves for Member's Equity Value	82,735,920.10
4. Aggregate reserves for Credit Life Insurance	4,477,654.28
5. Aggregate reserves for Golden Life Insurance	2,209,666.40
6. Claims reserves for Basic Life Insurance	735,349.27
6.1 In course of settlement	Nil
6.2 Due and unpaid	Nil
6.3 Resisted/Denied	Nil
6.4 Incurred but not reported	735,349.27
7. Claims reserves for Credit Life Insurance	270,132.65
7.1 In course of settlement	Nil
7.2 Due and unpaid	Nil
7.3 Resisted/Denied	Nil
7.4 Incurred but not reported	270,132.65
8. Claims reserves for Golden Life Insurance	140,271.36
8.1 In course of settlement	Nil
8.2 Due and unpaid	Nil
8.3 Resisted/Denied	Nil
8.4 Incurred but not reported	140,271.36

* all figures are in Philippine Pesos

2024 Valuation Results
CARE Mutual Benefit Association, Inc.

CERTIFICATE OF ACTUARIAL VALUATION

Name of MBA: Cooperative Alliance for Responsive Endeavor Mutual Benefit Association (CARE MBA)
 Fill in the yellow cells.

Gross Premium Breakdown

Member's Equity Value, %	50%
Admin. Expenses, %	15%
Guaranty Fund, %	5%
Risk, %	30%

CLIP Premium Breakdown

Guaranty Fund, %	5%
Service Charge, %	30%
Admin. Expenses, %	15%
Risk, %	50%

2024

A. Premium Collection

Basic Life Insurance

Gross premium collection for the year 2024	17,269,155.55
Gross premium collection for the month of December 2024	1,629,422.35

Credit Life Insurance

Gross premium collection for the year 2024	17,486,646.60
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Golden Life Insurance

Gross premium collection for the year 2024	650,192.70
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B. Reserves

Basic Life Insurance

December 2024 premium collection	1,629,422.35
Unearned premium reserves	244,413.35
Reserves for Life Insurance	244,413.35

Basic Life Contributions Received in Advance

4,364,863.32

Member's Equity Value

Cumulative gross premium collection	198,828,279.60
Less: Equity value withdrawal	18,324,730.91
Plus: Interest credited	1,646,511.22
Reserves for Member's Equity, with interest	82,735,920.10

Credit Life Insurance

Unearned premium reserves	6,061,421.50
Less: Reinsurance ceded	1,583,767.22
Reserves for Credit Life Insurance	4,477,654.28

Golden Life Insurance

Interpolated reserves	-
Reserves for Golden Life Insurance	-

CERTIFICATE OF ACTUARIAL VALUATION

Policy and Contract Claims

Basic Life

CICS	-
Due and Unpaid	-
Resisted/Denied	-
IBNR	616,370.57
Total	616,370.57

Credit Life

CICS	-
Due and Unpaid	-
Resisted/Denied	-
IBNR	279,748.13
Total	279,748.13

Golden Life

CICS	-
Due and Unpaid	-
Resisted/Denied	-
IBNR	-
Total	-

Reserves as of December 31, 2024	92,718,969.76
Reserves as of December 31, PY	81,414,675.37
Increase/Decrease in Reserves	11,304,294.39

EXTERNAL AUDITORS REPORT



**QUILAB &
GARSUTA**

Certified Public Accountants

REPORT OF INDEPENDENT AUDITORS

Contact Information

2F, Executive Centrum Building, J.R. Borja Street
Cagayan de Oro City, Philippines, 9000
(063) 88-856-4401, 0917-7121352
quilabgarsuta.com

Current Accreditations

BOA, BIR, SEC, BSP, IC
CDA, NEA, MISEREOR, KNH

The Board of Trustees and Members
**Cooperative Alliance for Responsive Endeavor
Mutual Benefit Association (CARE MBA), Inc.**
No. 39 Ilang-Ilang St., Zaballero Subdivision
Barangay Gulang-Gulang, Lucena City

Report on the Financial Statements

Opinion

We have audited the financial statements of Cooperative Alliance for Responsive Endeavor Mutual Benefit Association (CARE MBA), Inc., which comprise the statements of financial position as at December 31, 2024 and 2023, and the statements of profit or loss and other comprehensive income, statements of changes in fund balances and statements of cash flows for the years then ended, and notes to financial statements comprising of a summary of material accounting policy information and other explanatory notes, collectively referred to as 'financial statements.'

In our opinion, the accompanying financial statements present fairly, in all materials respects, the financial position of Cooperative Alliance for Responsive Endeavor Mutual Benefit Association (CARE MBA), Inc. as of December 31, 2024 and 2023, and of its financial performance and its cash flows for the years then ended, in accordance with Philippine Financial Reporting Standards (PFRSs).

Basis for Opinion

We conducted our audits in accordance with Philippine Standards on Auditing (PSAs). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with the *Code of Ethics for Professional Accountants in the Philippines* (Code of Ethics) together with the ethical requirements that are relevant to our audits of the financial statements in the Philippines, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with PFRSs, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

EXTERNAL AUDITORS REPORT

QUILAB & GARSUTA, CPAs

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Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with PSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with PSAs, we exercise professional judgment and maintain professional skepticism throughout the audits. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audits.

Report on the Supplementary Information Required Under Revenue Regulations 15-2010

Our audits were conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplementary information on taxes, licenses and fees in Note 26 to the financial statements is presented for purposes of filing with the Bureau of Internal Revenue and is not a required part of the basic financial statements. Such information is the responsibility of management. The information has been subjected to the auditing procedures applied in our audit of the basic financial statements. In our opinion, the information is fairly stated in all material respects in relation to the basic financial statements, taken as a whole.

EXTERNAL AUDITORS REPORT

QUILAB & GARSUTA, CPAs

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QUILAB & GARSUTA, CPAs
By:



ANA MARIAE MICHELLE D. QUILAB-ARRABACA

Partner

CPA Cert. No. 121076

TIN No. 948-844-710

CDA CEA No. 1883-SP, 2024-2029

PRC/BOA Cert. No. 7787, 2023-2026

BIR 16-007506-000-2022, 2022-2024

121076-SEC Group B, 2020-2024

121076-BSP Group B, 2020-2024

121076-IC Group A, 2020-2024

PTR No. 6133948 A

January 2, 2025

Cagayan de Oro City

April 25, 2025
Cagayan de Oro City, Philippines

2024 AUDITED FINANCIAL STATEMENT

STATEMENTS OF FINANCIAL POSITION

Cooperative Alliance for Responsive Endeavor Mutual Benefit Association (CARE MBA), Inc.

December 31, 2024 2023

ASSETS

Current Assets

Cash and cash equivalents (Note 5)	P56,141,508	P70,071,373
Investments in debt and equity securities (Note 6)	25,481,545	6,758,239
Receivables from partners and others (Note 7)	860,452	461,274
Other assets (Note 8)	149,469	92,469
Total Current Assets	82,632,974	77,383,355

Non-Current Assets

Property and equipment – net (Note 9)	5,951,788	6,403,384
Investments in debt and equity securities (Note 6)	100,782,460	87,522,897
Total Non-Current Assets	106,734,248	93,926,281

P189,367,222 P171,309,636

LIABILITIES AND FUND BALANCES

Current Liabilities

Trade and other payables (Note 10)	9,086,928	P10,224,042
Insurance contract liabilities (Note 11)	1,145,753	752,593
Total Current Liabilities	10,232,681	10,976,635

Non-Current Liabilities

Aggregate reserves for unexpired risks (Note 12)	89,460,807	82,878,350
Total Liabilities	99,693,488	93,854,985

Fund Balances

Guaranty Fund (Note 13)	23,566,828	21,566,214
Appropriated Special Funds (Note 14)	20,772,715	22,803,590
General Fund (Note 15)	40,984,679	30,403,161
Revaluation reserve on investments at FVTOCI (Note 6)	4,591,095	2,764,485
Revaluation reserves – actuarial losses (Note 10)	(241,583)	(82,799)
Total Fund Balances	89,673,734	77,454,651

P189,367,222 P171,309,636

See Notes to Financial Statements.

2024 AUDITED FINANCIAL STATEMENT

STATEMENTS OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

Cooperative Alliance for Responsive Endeavor Mutual Benefit Association (CARE MBA), Inc.

<i>Years Ended December 31,</i>	2024	2023
REVENUE		
Gross members' premium contributions <i>(Note 16)</i>	₱40,012,288	₱34,733,182
Contributions to Guaranty Fund <i>(Note 13)</i>	(2,000,614)	(1,736,660)
Premiums ceded to reinsurers	(727,958)	(651,059)
Net members' premium contributions	37,283,716	32,345,463
Interest and investment income <i>(Notes 5 and 6)</i>	2,672,511	2,540,253
Membership fees <i>(Note 16)</i>	532,040	645,990
Other income	345,994	43,248
Total Revenue	40,834,261	35,574,954
BENEFITS AND OPERATING EXPENSES		
Benefits and claims paid to members <i>(Notes 11 and 16)</i>	8,620,860	9,590,496
Collection costs <i>(Notes 10 and 19)</i>	7,822,959	6,680,905
Increase in aggregate reserves for unexpired risks <i>(Note 12)</i>	6,582,457	5,707,751
Total Members' Benefits and Expenses	23,026,276	21,979,152
Compensation and employees' benefits <i>(Note 17)</i>	4,319,259	3,454,774
General and administrative expenses <i>(Note 18)</i>	2,432,006	2,367,001
Depreciation <i>(Note 9)</i>	475,202	581,239
Total Benefits and Operating Expenses	30,252,743	28,382,166
NET SURPLUS FOR THE YEAR	10,581,518	7,192,788
OTHER COMPREHENSIVE INCOME		
<i>Item that may not be subsequently reclassified to profit or loss:</i>		
Changes in value of investments at FVTOCI <i>(Note 6)</i>	1,826,610	1,332,952
Actuarial (losses) gain on retirement liability <i>(Note 10)</i>	(158,784)	(39,184)
	1,667,826	1,293,768
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	₱12,249,344	₱8,486,556

See Notes to Financial Statements.

2024 AUDITED FINANCIAL STATEMENT

STATEMENTS OF CHANGES IN FUND BALANCES

Cooperative Alliance for Responsive Endeavor Mutual Benefit Association (CARE MBA), Inc.

December 31,	2024	2023
GUARANTY FUND (Note 13)		
Opening balances	P21,566,214	P19,829,554
Contributions from members during the year	2,000,614	1,736,660
Closing balances	23,566,828	21,566,214
APPROPRIATED SPECIAL FUNDS (Note 14)		
Opening balances	22,803,590	17,188,950
Additional appropriations during the year	–	8,260,596
Disbursements during the year	(2,030,875)	(2,645,956)
Closing balances	20,772,715	22,803,590
GENERAL FUND (Note 15)		
Opening balances	30,403,161	31,260,349
Net surplus for the year	10,581,518	7,192,788
Close-out of Calamity Fund (Note 14)	–	210,620
Appropriation of Special Funds (Note 14)	–	(8,260,596)
Closing balances	40,984,679	30,403,161
REVALUATION RESERVE ON INVESTMENTS AT FVTOCI		
Opening balances	2,764,485	1,431,533
Changes in value of investments in equity securities at FVTOCI (Note 6)	1,826,610	1,332,952
Closing balances	4,591,095	2,764,485
REVALUATION RESERVES – ACTUARIAL GAINS (LOSSES)		
Opening balances	(82,799)	(43,615)
Remeasurement losses – demographics	(158,784)	(80,717)
Remeasurement gains – changes in financial assumption	–	41,533
Closing balances	(241,583)	(82,799)
	P89,673,734	P77,454,651

See Notes to Financial Statements.

2024 AUDITED FINANCIAL STATEMENT

STATEMENTS OF CASH FLOWS

Cooperative Alliance for Responsive Endeavor Mutual Benefit Association (CARE MBA), Inc.

Years Ended December 31,	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES		
Net surplus for the year	P10,581,518	P7,192,788
Add (deduct) adjustments for:		
Depreciation (Note 9)	475,202	581,239
Provision for retirement benefits (Note 10)	375,597	63,408
Increase in aggregate reserves for unexpired risks (Note 12)	6,582,457	5,707,751
Interest and investment income (Notes 5 and 6)	(2,672,511)	(2,540,253)
Operating surplus before changes in working capital	15,342,263	11,004,933
Add (deduct) changes in working capital, excluding cash and cash equivalents:		
Decrease (increase) in:		
Receivable from partners and others (Note 7)	(399,178)	111,453
Other current assets (Note 8)	(57,000)	(38,898)
Increase (decrease) in:		
Trade and other payables (Note 10)	(1,671,495)	1,833,491
Insurance contract liabilities (Note 11)	393,160	8,497
Net Cash Provided from Operating Activities	13,607,750	12,919,476
CASH FLOWS FOR INVESTING ACTIVITIES		
Additions to property and equipment (Note 9)	(23,606)	(205,976)
Increase in investments in debt and equity securities (Note 6)	(30,156,259)	(22,098,574)
Interest and investment income (Notes 5 and 6)	2,672,511	2,540,253
Net Cash Used for Investing Activities	(27,507,354)	(19,764,297)
CASH FLOWS FROM FINANCING ACTIVITIES		
Increase in contributions to Guaranty Fund (Note 13)	2,000,614	1,736,660
Decrease in Appropriated Special Funds – net (Note 14)	(2,030,875)	(2,645,956)
Close-out of Calamity Fund (Note 14)	–	210,620
Net Cash Used for Financing Activities	(30,261)	(698,676)
NET DECREASE IN CASH AND CASH EQUIVALENTS	(13,929,865)	(7,543,497)
OPENING CASH AND CASH EQUIVALENTS	70,071,373	77,614,870
CLOSING CASH AND CASH EQUIVALENTS (Note 5)	P56,141,508	P70,071,373

See Notes to Financial Statements.

NOTES TO FINANCIAL STATEMENTS

Cooperative Alliance for Responsive Endeavor Mutual Benefit Association (CARE MBA), Inc.
As of and for the Years Ended December 31, 2024 and 2023

Note 1

Organization and Tax Exemption

The Cooperative Alliance for Responsive Endeavor Mutual Benefit Association (CARE MBA), Inc. (referred to in the following sections as 'Association') was registered with the Securities and Exchange Commission (SEC) on November 19, 2008 and obtained its secondary license from the Insurance Commission (IC) on March 24, 2009. It is governed by a Board of Trustees which receives no compensation. It devotes all its incomes for the purposes enumerated in its Articles of Incorporation.

The Association was organized by the following ten (10) Cooperatives from Quezon Province: 1) St. Jude Multi-Purpose Cooperative; 2) Lopez Quezon Multi-Purpose Cooperative; 3) Quezon Provincial Government Employees Multi-Purpose Cooperative; 4) Quezon Medical Mission Group Hospitals & Health Services Cooperative; 5) Farmers Multi-Purpose Cooperative; 6) Quezon Federation and Union of Cooperatives; 7) Ating Kooperatiba Multi-Purpose Cooperative; 8) Pearls Multi-Purpose Cooperative; 9) Quezon Power Multi-Purpose Cooperative; and 10) San Luis Development Cooperative.

The Association was organized primarily to advance the interests and promote the cause and welfare of the Philippines in general. Specifically, the Association seeks to extend financial assistance to its members, spouse, children, parents and siblings in the form of death benefits, sickness benefits, provident savings and loan redemption assistance, and to ensure continued access to benefits/resources by active and responsible involvement of the members in the management of the Association to include but not limited to implementation of policies and procedures geared towards sustainability and improved services.

As at December 31, 2024, the Association has a total membership of 28,217.

The Association is holding office at No. 39 Ilang-Ilang St., Zaballero Subdivision, Barangay Gulang-Gulang, Lucena City at its own building constructed in its own property since January 30, 2018.

Tax Exemptions

The Association is a holder of Certificate of Tax Exemption No. RR-09B-RDO060-2023-003 which entitles it with tax exemption for three (3) years from October 11, 2023 to October 11, 2026.

The Association, being an association for the exclusive benefit of its members by providing for the payment of life and other benefits, is exempt from the payment of taxes from income derived by it, in accordance with Section 30 (C) of the National Internal Revenue Code, as amended. It has proven by actual operation that its primary purpose falls under Section 30 (C) of the National Internal Revenue Code (NIRC) of 1997, as amended. It is however subject to income taxes on income derived from any of its properties, real or personal, bank deposits, gains from investments, and rental income from real and personal properties. The Association has been reporting income from interest on its bank deposits and investments at net of the applicable withholding taxes.

NOTES TO FINANCIAL STATEMENT

Note 2

Statement of Compliance with Philippine Financial Reporting Standards (PFRSs)

Statement of Compliance

The accompanying financial statements have been prepared in accordance with Philippine Financial Reporting Standards (PFRSs) and Philippine Interpretations-IFRIC.

PFRSs include statements named PFRSs and Philippine Accounting Standards (PAS), and interpretations of the Philippine Interpretations Committee (PIC), Standing Interpretations Committee (SIC) and International Financial Reporting Interpretations Committee (IFRIC) which have been approved by the Financial Reporting Standards Council (FRSC) from the pronouncements issued by the International Accounting Standards Board and approved by the Philippine Board of Accountancy (BOA) and adopted by the Securities and Exchange Commission (SEC).

Because the Association is a supervised entity by the Insurance Commission (IC), it also abides by the regulations of the Commission particularly those that are set forth under Section 189 of The Amended Insurance Code and with IC Circular Letter No. 2014-41 *Standard Chart of Accounts (SCA) for MBAs*, and all applicable IC Circular Letters and accounting requirements. These regulations and requirements are substantially compliant with PFRSs and the Revised SRC Rule 68 (2019).

New and Amended IFRS Accounting Standards that are Effective for the Current Year

In the current year, the Association has applied a number of amendments to IFRS Accounting Standards issued by the International Accounting Standards Board (IASB) and adopted by the FSRSC (as Philippine Financial Reporting Standards) that are mandatorily effective for an accounting period that begins on or after January 1, 2024. Their adoption has not had any material impact on the disclosures or on the amounts reported in these financial statements.

Amendments to PAS/IAS 7 Statement of Cash Flows and

PFRS 7 Financial Instruments: Disclosures titled Supplier Finance Arrangements

The amendments add a disclosure objective to PAS 7 stating that an entity is required to disclose information about its supplier finance arrangements that enables users of financial statements to assess the effects of those arrangements on the entity's liabilities and cash flows. In addition, PFRS 7 is amended to add supplier finance arrangements as an example within the requirements to disclose information about an entity's exposure to concentration of liquidity risk.

The amendments contain specific transition provisions for the first annual reporting period in which the Association applies the amendments. Under the transitional provisions an entity is not required to disclose:

- Comparative information for any reporting periods presented before the beginning of the annual reporting period in which the entity first applies those amendments
- The information otherwise required by PAS/IAS 7:44H(b)(ii)–(iii) as at the beginning of the annual reporting period in which the entity first applies those amendments.

The Association has no supplier finance arrangements.

Amendments to PAS/IAS 1 Classification of Liabilities as Current or Non-current

The Association has adopted the amendments to PAS/IAS 1, published in January 2020, for the first time in the current year. The amendments affect only the presentation of liabilities as current or non-current in the statement of financial position and not the amount or timing of recognition of any asset, liability, income or expenses, or the information disclosed about those items.

NOTES TO FINANCIAL STATEMENT

The amendments clarify that the classification of liabilities as current or non-current is based on rights that are in existence at the end of the reporting period, specify that classification is unaffected by expectations about whether an entity will exercise its right to defer settlement of a liability, explain that rights are in existence if covenants are complied with at the end of the reporting period, and introduce a definition of 'settlement' to make clear that settlement refers to the transfer to the counterparty of cash, equity instruments, other assets or services.

Amendments to PAS/IAS 1 Presentation of Financial Statements—Non-current Liabilities with Covenants

The Association has adopted the amendments to PAS/IAS 1, published in November 2022, for the first time in the current year. The amendments specify that only covenants that an entity is required to comply with on or before the end of the reporting period affect the entity's right to defer settlement of a liability for at least twelve months after the reporting date (and therefore must be considered in assessing the classification of the liability as current or non-current). Such covenants affect whether the right exists at the end of the reporting period, even if compliance with the covenant is assessed only after the reporting date (e.g. a covenant based on the entity's financial position at the reporting date that is assessed for compliance only after the reporting date).

The IASB also specifies that the right to defer settlement of a liability for at least twelve months after the reporting date is not affected if an entity only has to comply with a covenant after the reporting period. However, if the entity's right to defer settlement of a liability is subject to the entity complying with covenants within twelve months after the reporting period, an entity discloses information that enables users of financial statements to understand the risk of the liabilities becoming repayable within twelve months after the reporting period. This would include information about the covenants (including the nature of the covenants and when the entity is required to comply with them), the carrying amount of related liabilities and facts and circumstances, if any, that indicate that the entity may have difficulties complying with the covenants.

The Association has no non-current liabilities with covenants.

Amendments to PFRS 16 Leases—Lease Liability in a Sale and Leaseback

The Association has adopted the amendments to PFRS 16 for the first time in the current year. The amendments to PFRS 16 add subsequent measurement requirements for sale and leaseback transactions that satisfy the requirements in PFRS 15 *Revenue from Contracts with Customers* to be accounted for as a sale. The amendments require the seller-lessee to determine 'lease payments' or 'revised lease payments' such that the seller-lessee does not recognize a gain or loss that relates to the right of use retained by the seller-lessee, after the commencement date.

The amendments do not affect the gain or loss recognized by the seller-lessee relating to the partial or full termination of a lease. Without these new requirements, a seller-lessee may have recognized a gain on the right of use it retains solely because of a remeasurement of the lease liability (for example, following a lease modification or change in the lease term) applying the general requirements in PFRS 16. This could have been particularly the case in a leaseback that includes variable lease payments that do not depend on an index or rate.

As part of the amendments, the IASB amended an Illustrative Example in IFRS 16 and added a new example to illustrate the subsequent measurement of a right-of-use asset and lease liability in a sale and leaseback transaction with variable lease payments that do not depend on an index or rate. The illustrative examples also clarify that the liability that arises from a sale and leaseback transaction that qualifies as a sale applying IFRS 15 is a lease liability.

A seller-lessee applies the amendments retrospectively in accordance with PAS/IAS 8 to sale and leaseback transactions entered into after the date of initial application, which is defined as the beginning of the annual reporting period in which the entity first applied PFRS 16.

New and Revised IFRS Accounting Standards in Issue But Not Yet Effective

At the date of authorization of these financial statements, the Association has not applied the following new and revised IFRS Accounting Standards (which will become PFRS Accounting Standards) that have been issued

NOTES TO FINANCIAL STATEMENT

but are not yet effective and in some cases had not yet been adopted by the FSRSC.

- PFRS 17 *Insurance Contracts* (including the June 2020 and December 2021 amendments to IFRS 17)
- Amendments to PAS 7 *Statement of Cash Flows* and PFRS 7 *Financial Instruments: Disclosures* titled *Supplier Finance Arrangements*
- Amendments to IAS 21 *Lack of Exchangeability*
- IFRS 18 *Presentation and Disclosures in Financial Statements*
- IFRS 19 *Subsidiaries without Public Accountability: Disclosures*

The Board of Directors does not expect that the adoption of the standards listed above will have a material impact on the financial statements of the Association in future periods, except if indicated below, when applicable.

IFRS 17 Insurance Contracts

IFRS 17 establishes the principles for the recognition, measurement, presentation and disclosure of insurance contracts and supersedes IFRS 4 *Insurance Contracts*. IFRS 17 outlines a general model, which is modified for insurance contracts with direct participation features, described as the variable fee approach. The general model is simplified if certain criteria are met by measuring the liability for remaining coverage using the premium allocation approach. The general model uses current assumptions to estimate the amount, timing and uncertainty of future cash flows and it explicitly measures the cost of that uncertainty. It takes into account market interest rates and the impact of policyholders' options and guarantees.

In June 2020, the IASB issued Amendments to IFRS 17 to address concerns and implementation challenges that were identified after IFRS 17 was published. The amendments defer the date of initial application of IFRS 17 (incorporating the amendments) to annual reporting periods beginning on or after 1 January 2023. At the same time, the IASB issued Extension of the Temporary Exemption from Applying IFRS 9 (Amendments to IFRS 4) that extends the fixed expiry date of the temporary exemption from applying IFRS 9 in IFRS 4 to annual reporting periods beginning on or after 1 January 2023.

In December 2021, the IASB issued Initial Application of IFRS 17 and IFRS 9—Comparative Information (Amendment to IFRS 17) to address implementation challenges that were identified after IFRS 17 was published. The amendment addresses challenges in the presentation of comparative information. IFRS 17 must be applied retrospectively unless impracticable, in which case the modified retrospective approach or the fair value approach is applied.

For the purpose of the transition requirements, the date of initial application is the start of the annual reporting period in which the entity first applies the Standard, and the transition date is the beginning of the period immediately preceding the date of initial application.

The FSRSC adopted the amendments on December 15, 2021 and amended the mandatory effective date of PFRS 17 from January 1, 2023 to January 1, 2025. This is consistent with Circular Letter No. 2020-62 issued by the Insurance Commission which deferred the implementation of PFRS 17 by two (2) years after its effective date as decided by the IASB.

The Association has determined that its existing products extended to its members has significant insurance risk and therefore meets the definition of an insurance contract. Presently, these are accounted for under PFRS 4, which will be superseded by PFRS 17 beginning January 1, 2025. The IC, however, issued Circular Letter No. 2024-19 on October 17, 2024 moving the adoption period of PFRS 17 for all MBAs to starting January 1, 2030, in consideration of the transition by the MBA industry of its reserving methodology from Net Premium

NOTES TO FINANCIAL STATEMENT

Valuation to Gross Premium Valuation. The Association is working closely with its actuaries and the MBA industry for guidance and understanding in the implementation of the provision of PFRS 17.

Amendments to PAS 7 Statement of Cash Flows and

PFRS 7 Financial Instruments: Disclosures titled Supplier Finance Arrangements

The FSRSC has adopted the amendments to IAS 7 and IFRS 7 on June 19, 2023, to be effective beginning January 1, 2025. The amendments add a disclosure objective to PAS 7 stating that an entity is required to disclose information about its supplier finance arrangements that enables users of financial statements to assess the effects of those arrangements on the entity's liabilities and cash flows. In addition, PFRS 7 is amended to add supplier finance arrangements as an example within the requirements to disclose information about an entity's exposure to concentration of liquidity risk.

The amendments contain specific transition provisions for the first annual reporting period in which the Association applies the amendments. Under the transitional provisions an entity is not required to disclose:

- Comparative information for any reporting periods presented before the beginning of the annual reporting period in which the entity first applies those amendments
- The information otherwise required by PAS 7:44H(b)(ii)–(iii) as at the beginning of the annual reporting period in which the entity first applies those amendments.

The Association has no supplier finance arrangements.

Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates titled Lack of Exchangeability

The amendments specify how to assess whether a currency is exchangeable, and how to determine the exchange rate when it is not. The amendments state that a currency is exchangeable into another currency when an entity is able to obtain the other currency within a time frame that allows for a normal administrative delay and through a market or exchange mechanism in which an exchange transaction would create enforceable rights and obligations.

An entity assesses whether a currency is exchangeable into another currency at a measurement date and for a specified purpose. If an entity is able to obtain no more than an insignificant amount of the other currency at the measurement date for the specified purpose, the currency is not exchangeable into the other currency.

The assessment of whether a currency is exchangeable into another currency depends on an entity's ability to obtain the other currency and not on its intention or decision to do so.

When a currency is not exchangeable into another currency at a measurement date, an entity is required to estimate the spot exchange rate at that date. An entity's objective in estimating the spot exchange rate is to reflect the rate at which an orderly exchange transaction would take place at the measurement date between market participants under prevailing economic conditions.

The amendments do not specify how an entity estimates the spot exchange rate to meet that objective. An entity can use an observable exchange rate without adjustment or another estimation technique. Examples of an observable exchange rate include: (a) a spot exchange rate for a purpose other than that for which an entity assesses exchangeability, and (b) the first exchange rate at which an entity is able to obtain the other currency for the specified purpose after exchangeability of the currency is restored (first subsequent exchange rate).

An entity using another estimation technique may use any observable exchange rate—including rates from exchange transactions in markets or exchange mechanisms that do not create enforceable rights and obligations—and adjust that rate, as necessary, to meet the objective as set out above.

NOTES TO FINANCIAL STATEMENT

When an entity estimates a spot exchange rate because a currency is not exchangeable into another currency, the entity is required to disclose information that enables users of its financial statements to understand how the currency not being exchangeable into the other currency affects, or is expected to affect, the entity's financial performance, financial position and cash flows.

The amendments add a new appendix as an integral part of IAS 21. The appendix includes application guidance on the requirements introduced by the amendments. The amendments also add new Illustrative Examples accompanying IAS 21, which illustrate how an entity might apply some of the requirements in hypothetical situations based on the limited facts presented.

In addition, the IASB made consequential amendments to IFRS 1 to align with and refer to the revised IAS 21 for assessing exchangeability.

The amendments are effective for annual reporting periods beginning on or after 1 January 2025, with earlier application permitted. An entity is not permitted to apply the amendments retrospectively. Instead, an entity is required to apply the specific transition provisions included in the amendments.

The Board of Directors of the Association anticipates that the application of these amendments may not have any impact on the Association's financial statements in future periods.

IFRS 18 Presentation and Disclosures in Financial Statements

The FSRSC has adopted PFRS 18 on October 10, 2024, to be effective beginning January 1, 2027. PFRS 18 replaces PAS 1, carrying forward many of the requirements in PAS 1 unchanged and complementing them with new requirements. In addition, some PAS 1 paragraphs have been moved to PAS 8 and PFRS 7. Furthermore, minor amendments were made to PAS 7 and PAS 33 *Earnings per Share*.

PFRS 18 introduces new requirements to: (1) present specified categories and defined subtotals in the statement of profit or loss, (2) provide disclosures on management-defined performance measures (MPMs) in the notes to the financial statements, and (3) improve aggregation and disaggregation.

An entity is required to apply PFRS 18 for annual reporting periods beginning on or after 1 January 2027, with earlier application permitted. The amendments to PAS 7 and PAS 33, as well as the revised PAS 8 and PFRS 7, become effective when an entity applies PFRS 18. PFRS 18 requires retrospective application with specific transition provisions.

The Board of Directors of the Association anticipates that the application of these amendments may have an impact on the Association's financial statements in future periods.

IFRS 19 Subsidiaries without Public Accountability: Disclosures

IFRS 19 permits an eligible subsidiary to provide reduced disclosures when applying IFRS Accounting Standards in its financial statements. A subsidiary is eligible for the reduced disclosures if it does not have public accountability and its ultimate or any intermediate parent produces consolidated financial statements available for public use that comply with IFRS Accounting Standards. IFRS 19 is optional for subsidiaries that are eligible and sets out the disclosure requirements for subsidiaries that elect to apply it.

An entity is only permitted to apply PFRS 19 if, at the end of the reporting period: (1) it is a subsidiary (this includes an intermediate parent), (2) it does not have public accountability, and (3) its ultimate or any intermediate parent produces consolidated financial statements available for public use that comply with PFRS Accounting Standards.

A subsidiary has public accountability if: (1) its debt or equity instruments are traded in a public market or it is in the process of issuing such instruments for trading in a public market (a domestic or foreign stock exchange or an over-the-counter market, including local and regional markets), or (2) it holds assets in a fiduciary capacity

NOTES TO FINANCIAL STATEMENT

for a broad group of outsiders as one of its primary businesses (for example, banks, credit unions, insurance entities, securities brokers/dealers, mutual funds and investment banks often meet this second criterion).

Eligible entities can apply IFRS 19 in their consolidated, separate or individual financial statements. An eligible intermediate parent that does not apply IFRS 19 in its consolidated financial statement may do so in its separate financial statements.

The new standard is effective for reporting periods beginning on or after 1 January 2027 with earlier application permitted. If an entity elects to apply IFRS 19 for a reporting period earlier than the reporting period in which it first applies IFRS 18, it is required to apply a modified set of disclosure requirements set out in an appendix to IFRS 19. If an entity elects to apply IFRS 19 for an annual reporting period before it applied the amendments to IAS 21, it is not required to apply the disclosure requirements in IFRS 19 with regard to Lack of Exchangeability.

The Board of Directors of the Association does not anticipate that IFRS 19 (to become PFRS 19 in the Philippines) will be applicable to the financial statements of the Association.

Note 3

Summary of Material Accounting Policy Information

The material accounting policies that have been used in the preparation of these financial statements are summarized below. The Company's management expects these policies to influence the decisions of users of the financial statements. Accounting policies related to immaterial transactions or events were no longer disclosed.

Going Concern

The Board of Directors has at the time of approving the financial statements, a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis of accounting in preparing the financial statements.

Basis of Preparation

The financial statements have been prepared using the historical cost basis, except for financial instruments that are measured at fair values at the end of the year, as explained in the following accounting policies. Historical cost is generally based on the fair value of the consideration given in exchange for goods and services.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date, regardless of whether that price is directly observable or estimated using another valuation technique. In estimating the fair value of an asset or a liability, the Association takes into account the characteristics of the asset or liability if market participants would take those characteristics into account when pricing the asset or liability at the measurement date. Fair value for measurement and/or disclosure purposes in the financial statements is determined on such basis, except for leasing transactions that are within the scope of PFRS 16, and measurements that have some similarities to fair value but are not fair value, such as net realizable value in PAS/IAS 2 or value in use in PAS/IAS 36.

The financial statements are presented in Philippine peso, which is the Association's functional and presentation currency, and all values are recorded to the nearest peso except when otherwise indicated.

The preparation of the financial statements made use of estimates, assumptions and judgments by management based on management's best knowledge of current and historical facts as at statement of financial position date. These estimates and judgments affect the reported amounts of assets and liabilities and contingent liabilities as at statement of financial position date, as well as affecting the reported income and expenses for the year. The areas involving a higher degree of judgment or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in Note 4.

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Fair Value Measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either: (a) in the principal market for the asset or liability; or (b) in the absence of a principal market, in the most advantageous market for the asset or liability. The principal or the most advantageous market must be accessible by the Association.

The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest. A fair value measurement of a nonfinancial asset takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

The Association uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximizing the use of relevant observable inputs and minimizing the use of unobservable inputs. All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorized within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1 - Quoted (unadjusted) market prices in active markets for identical assets or liabilities.
- Level 2 - Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable.
- Level 3 - Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

For assets and liabilities that are recognized in the financial statements on a recurring basis, the Association determines whether transfers have occurred between Levels in the hierarchy by reassessing categorization (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

Financial Instruments

Financial assets and financial liabilities are recognized in the Association's statement of financial position when the Association becomes a party to the contractual provisions of the instrument.

Financial assets and financial liabilities are initially measured at fair value, except for trade receivables that do not have a significant financing component which are measured at transaction price. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognized immediately in profit or loss.

Although the Association does not have all of the following financial instruments in its financial statements, the policies governing the accounting of these financial instruments are discussed in detail to allow for the proper understanding of the policies governing such financial instruments.

Financial Assets

All regular way purchases or sales of financial assets are recognized and derecognized on a trade date basis. Regular way purchases or sales are purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace.

All recognized financial assets are measured subsequently in their entirety at either amortized cost or fair value, depending on the classification of the financial assets.

NOTES TO FINANCIAL STATEMENT

Classification of Financial Assets

Debt instruments that meet the following conditions are measured subsequently at amortized cost: (a) the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and (b) the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Debt instruments that meet the following conditions are measured subsequently at fair value through other comprehensive income (FVTOCI): (a) the financial asset is held within a business model whose objective is achieved by both collecting contractual cash flows and selling the financial assets; and (b) the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

By default, all other financial assets are measured subsequently at fair value through profit or loss (FVTPL).

Despite the foregoing, the Association may make the following irrevocable election/designation at initial recognition of a financial asset: (a) the Association may irrevocably elect to present subsequent changes in fair value of an equity investment in other comprehensive income if certain criteria are met [see (iii) below]; and (b) the Association may irrevocably designate a debt investment that meets the amortized cost or FVTOCI criteria as measured at FVTPL if doing so eliminates or significantly reduces an accounting mismatch [see (iv) below].

(i) Amortized Cost and Effective Interest Method

The effective interest method is a method of calculating the amortized cost of a debt instrument and of allocating interest income over the relevant period.

For financial assets other than purchased or originated credit-impaired financial assets (i.e. assets that are credit-impaired on initial recognition), the effective interest rate is the rate that exactly discounts estimated future cash receipts (including all fees and points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) excluding expected credit losses, through the expected life of the debt instrument, or, where appropriate, a shorter period, to the gross carrying amount of the debt instrument on initial recognition. For purchased or originated credit-impaired financial assets, a credit-adjusted effective interest rate is calculated by discounting the estimated future cash flows, including expected credit losses, to the amortized cost of the debt instrument on initial recognition.

The amortized cost of a financial asset is the amount at which the financial asset is measured at initial recognition minus the principal repayments, plus the cumulative amortization using the effective interest method of any difference between that initial amount and the maturity amount, adjusted for any loss allowance. The gross carrying amount of a financial asset is the amortized cost of a financial asset before adjusting for any loss allowance.

Interest income is recognized using the effective interest method for debt instruments measured subsequently at amortized cost and at FVTOCI. For financial assets other than purchased or originated credit-impaired financial assets, interest income is calculated by applying the effective interest rate to the gross carrying amount of a financial asset, except for financial assets that have subsequently become credit-impaired (see below).

For financial assets that have subsequently become credit-impaired, interest income is recognized by applying the effective interest rate to the amortized cost of the financial asset. If, in subsequent reporting periods, the credit risk on the credit-impaired financial instrument improves so that the financial asset is no longer credit-impaired, interest income is recognized by applying the effective interest rate to the gross carrying amount of the financial asset.

For purchased or originated credit-impaired financial assets, the Association recognizes interest income by applying the credit-adjusted effective interest rate to the amortized cost of the financial asset from initial

NOTES TO FINANCIAL STATEMENT

recognition. The calculation does not revert to the gross basis even if the credit risk of the financial asset subsequently improves so that the financial asset is no longer credit-impaired.

The Association's financial assets at amortized costs includes cash and cash equivalents and trade and other receivables.

Cash and Cash Equivalents

Cash and cash equivalents are carried in the financial statements at cost. Cash comprise unrestricted cash on hand, deposits held at call with banks, and time deposits with banks that can be pre-terminated anytime without significant risk of change in value. Cash equivalents (including those invested in a trust fund) represent short-term, highly liquid investments maturing within 90 days from the date of acquisition that are readily convertible into known amounts of cash and which are subject to an insignificant risk of changes in value.

Trade and Other Receivables

Trade and other receivables are outstanding balances from debtors less the allowance for impairment losses. Receivables are recognized when the Association becomes party to the contract which happens when the goods or services are dispatched. They are derecognized when the rights to receive the cash flows have expired e.g., due to the settlement of the outstanding amount or where the Association has transferred substantially all the risks and rewards associated with that contract. Other receivables are stated at invoice value less an allowance for impairment losses. Trade and other receivables are subsequently measured at amortized cost as the business model is to collect contractual cash flows and the debt meets the SPPI criterion.

Investments in Debt Securities at Amortized Costs

Investment in treasury bills and treasury bonds issued by the Philippine Government are held primarily to collect the contractual cash flow rather than selling the asset prior to its maturity. Interest income from these financial assets is included in finance income using the effective interest rate method. Any gain or loss arising on derecognition is recognized directly in profit or loss.

(ii) Debt Instruments Classified as at FVTOCI

The Association has no financial assets held at FVTOCI. But debt instruments classified as at FVTOCI are initially measured at fair value plus transaction costs. Subsequently, changes in the carrying amount of these financial assets as a result of foreign exchange gains and losses (see below), impairment gains or losses (see below), and interest income calculated using the effective interest method (see (i) above) are recognized in profit or loss.

The amounts that are recognized in profit or loss are the same as the amounts that would have been recognized in profit or loss if these financial assets were to be measured at amortized cost. All other changes in the carrying amount of these financial assets are recognized in other comprehensive income and accumulated under the heading of investments revaluation reserve. When these financial assets are derecognized, the cumulative gains or losses previously recognized in other comprehensive income are reclassified to profit or loss.

(iii) Equity Instruments Designated as at FVTOCI

On initial recognition, the Association may make an irrevocable election (on an instrument-by-instrument basis) to designate investments in equity instruments as at FVTOCI. Designation at FVTOCI is not permitted if the equity investment is held for trading or if it is contingent consideration recognized by an acquirer in a business combination.

Investments in equity instruments at FVTOCI are initially measured at fair value plus transaction costs. Subsequently, they are measured at fair value with gains and losses arising from changes in fair value recognized in other comprehensive income and accumulated in the investment revaluation reserve. The

NOTES TO FINANCIAL STATEMENT

cumulative gain or loss is not reclassified to profit or loss on disposal of the equity investments, instead, it is transferred to retained earnings.

Dividends on these investments in equity instruments are recognized in profit or loss in accordance with PFRS 9 unless the dividends clearly represent a recovery of part of the cost of the investment.

The Association designated all investments in equity instruments that are not held for trading as at FVTOCI on initial recognition.

A financial asset is held for trading if: (1) it has been acquired principally for the purpose of selling it in the near term; or (2) on initial recognition it is part of a portfolio of identified financial instruments that the Association manages together and has evidence of a recent actual pattern of short-term profit-taking; or (3) it is a derivative (except for a derivative that is a financial guarantee contract or a designated and effective hedging instrument).

(iv) Financial Assets at FVTPL

Financial assets that do not meet the criteria for being measured at amortized cost or FVTOCI [see (i) to (iii) above] are measured at FVTPL. Specifically:

- Investments in equity instruments are classified as at FVTPL, unless the Association designates an equity investment that is neither held for trading nor a contingent consideration arising from a business combination as at FVTOCI on initial recognition [see (iii) above].
- Debt instruments that do not meet the amortized cost criteria or the FVTOCI criteria [see (i) and (ii) above] are classified as at FVTPL. In addition, debt instruments that meet either the amortized cost criteria or the FVTOCI criteria may be designated as at FVTPL upon initial recognition if such designation eliminates or significantly reduces a measurement or recognition inconsistency (so called 'accounting mismatch') that would arise from measuring assets or liabilities or recognizing the gains and losses on them on different bases. The Association has not designated any debt instruments as at FVTPL.

Financial assets at FVTPL are measured at fair value at the end of each reporting period, with any fair value gains or losses recognized in profit or loss to the extent they are not part of a designated hedging relationship (the Association has no hedge investments). The net gain or loss recognized in profit or loss includes any dividend or interest earned on the financial asset and is included in the 'other services and other income' line item. Fair value is determined in the manner described in the Association's material accounting policy information.

Impairment of Financial Assets

The Association recognizes a loss allowance for expected credit losses on investments in debt instruments that are measured at amortized cost or at FVTOCI, lease receivables, trade receivables and contract assets. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial instrument.

The Association always recognizes lifetime ECL (expected credit losses) for trade receivables, contract assets and lease receivables. The expected credit losses on these financial assets are estimated using a provision matrix based on the Association's historical credit loss experience, adjusted for factors that are specific to the debtors, general economic conditions and an assessment of both the current as well as the forecast direction of conditions at the reporting date, including time value of money where appropriate.

For all other financial instruments, the Association recognizes lifetime ECL when there has been a significant increase in credit risk since initial recognition. However, if the credit risk on the financial instrument has not

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increased significantly since initial recognition, the Association measures the loss allowance for that financial instrument at an amount equal to 12-month ECL.

Lifetime ECL represents the expected credit losses that will result from all possible default events over the expected life of a financial instrument. In contrast, 12-month ECL represents the portion of lifetime ECL that is expected to result from default events on a financial instrument that are possible within 12 months after the reporting date.

(i) Significant Increase in Credit Risk

In assessing whether the credit risk on a financial instrument has increased significantly since initial recognition, the Association compares the risk of a default occurring on the financial instrument at the reporting date with the risk of a default occurring on the financial instrument at the date of initial recognition. In making this assessment, the Association considers both quantitative and qualitative information that is reasonable and supportable, including historical experience and forward-looking information that is available without undue cost or effort. Forward-looking information considered includes the future prospects of the industries in which the Association's debtors operate, obtained from economic expert reports, financial analysts, governmental bodies, relevant think-tanks and other similar organizations, as well as consideration of various external sources of actual and forecast economic information that relate to the Association's core operations.

In particular, the following information is taken into account when assessing whether credit risk has increased significantly since initial recognition:

- An actual or expected significant deterioration in the financial instrument's external (if available) or internal credit rating;
- Significant deterioration in external market indicators of credit risk for a particular financial instrument, e.g., a significant increase in the credit spread, the credit default swap prices for the debtor, or the length of time or the extent to which the fair value of a financial asset has been less than its amortized cost;
- Existing or forecast adverse changes in business, financial or economic conditions that are expected to cause a significant decrease in the debtor's ability to meet its debt obligations;
- An actual or expected significant deterioration in the operating results of the debtor;
- Significant increases in credit risk on other financial instruments of the same debtor; and
- An actual or expected significant adverse change in the regulatory, economic, or technological environment of the debtor that results in a significant decrease in the debtor's ability to meet its debt obligations.

Irrespective of the outcome of the above assessment, the Association presumes that the credit risk on a financial asset has increased significantly since initial recognition when contractual payments are more than 30 days past due, unless the Association has reasonable and supportable information that demonstrates otherwise.

Despite the foregoing, the Association assumes that the credit risk on a financial instrument has not increased significantly since initial recognition if the financial instrument is determined to have low credit risk at the reporting date. A financial instrument is determined to have low credit risk if: (1) the financial instrument has a low risk of default; (2) the debtor has a strong capacity to meet its contractual cash flow obligations in the near term; and (3) adverse changes in economic and business conditions in the longer term may, but will not necessarily, reduce the ability of the borrower to fulfil its contractual cash flow obligations.

NOTES TO FINANCIAL STATEMENT

The Association considers a financial asset to have low credit risk when the asset has external credit rating of 'investment grade' in accordance with the globally understood definition or if an external rating is not available, the asset has an internal rating of 'performing'. Performing means that the counterparty has a strong financial position and there are no past due amounts.

The Association regularly monitors the effectiveness of the criteria used to identify whether there has been a significant increase in credit risk and revises them as appropriate to ensure that the criteria are capable of identifying significant increase in credit risk before the amount becomes past due.

(ii) Definition of Default

The Association considers the following as constituting an event of default for internal credit risk management purposes as historical experience indicates that financial assets that meet either of the following criteria are generally not recoverable: (1) when there is a breach of financial covenants by the debtor; or (2) information developed internally or obtained from external sources indicates that the debtor is unlikely to pay its creditors, including the Association, in full (without taking into account any collateral held by the Association).

Irrespective of the above analysis, the Association considers that default has occurred when a financial asset is more than 90 days past due unless the Association has reasonable and supportable information to demonstrate that a more lagging default criterion is more appropriate.

(iii) Credit-impaired financial assets

A financial asset is credit-impaired when one or more events that have a detrimental impact on the estimated future cash flows of that financial asset have occurred. Evidence that a financial asset is credit-impaired includes observable data about the following events: (a) significant financial difficulty of the issuer or the borrower; (b) a breach of contract, such as a default or past due event (see (ii) above); (c) the lender(s) of the borrower, for economic or contractual reasons relating to the borrower's financial difficulty, having granted to the borrower a concession(s) that the lender(s) would not otherwise consider; (d) it is becoming probable that the borrower will enter bankruptcy or other financial reorganization; or (e) the disappearance of an active market for that financial asset because of financial difficulties.

(iv) Write-Off Policy

The Association writes off a financial asset when there is information indicating that the debtor is in severe financial difficulty and there is no realistic prospect of recovery, e.g., when the debtor has been placed under liquidation or has entered into bankruptcy proceedings, or in the case of trade receivables, when the amounts are over two years past due, whichever occurs sooner. Financial assets written off may still be subject to enforcement activities under the Association's recovery procedures, taking into account legal advice where appropriate. Any recoveries made are recognized in profit or loss.

(v) Measurement and Recognition of Expected Credit Losses (ECL)

The measurement of expected credit losses is a function of the probability of default, loss given default (i.e., the magnitude of the loss if there is a default) and the exposure at default. The assessment of the probability of default and loss given default is based on historical data adjusted by forward-looking information as described above.

As for the exposure at default, for financial assets, this is represented by the assets' gross carrying amount at the reporting date; for financial guarantee contracts, the exposure includes the amount drawn down as at the reporting date, together with any additional amounts expected to be drawn down in the future by default date determined based on historical trend, the Association's understanding of the specific future financing needs of the debtors, and other relevant forward-looking information.

For financial assets, the expected credit loss is estimated as the difference between all contractual cash flows that are due to the Association in accordance with the contract and all the cash flows that the Association expects to receive, discounted at the original effective interest rate. For a lease receivable, the

NOTES TO FINANCIAL STATEMENT

cash flows used for determining the expected credit losses is consistent with the cash flows used in measuring the lease receivable in accordance with PFRS 16.

If the Association has measured the loss allowance for a financial instrument at an amount equal to lifetime ECL in the previous reporting period but determines at the current reporting date that the conditions for lifetime ECL are no longer met, the Association measures the loss allowance at an amount equal to 12-month ECL at the current reporting date, except for assets for which the simplified approach was used.

The Association recognizes an impairment gain or loss in profit or loss for all financial instruments with a corresponding adjustment to their carrying amount through a loss allowance account, except for investments in debt instruments that are measured at FVTOCI, for which the loss allowance is recognized in other comprehensive income and accumulated in the investment revaluation reserve and does not reduce the carrying amount of the financial asset in the statement of financial position.

Derecognition of Financial Assets

The Association derecognizes a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. If the Association neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, the Association recognizes its retained interest in the asset and an associated liability for amounts it may have to pay. If the Association retains substantially all the risks and rewards of ownership of a transferred financial asset, the Association continues to recognize the financial asset and also recognizes a collateralized borrowing for the proceeds received.

On derecognition of a financial asset measured at amortized cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognized in profit or loss. In addition, on derecognition of an investment in a debt instrument classified as at FVTOCI, the cumulative gain or loss previously accumulated in the investment revaluation reserve is reclassified to profit or loss. In contrast, on derecognition of an investment in an equity instrument which the Association has elected on initial recognition to measure at FVTOCI, the cumulative gain or loss previously accumulated in the investment revaluation reserve is not reclassified to profit or loss but is transferred to retained earnings.

Financial Liabilities and Equity

Classification as Debt or Equity

Debt and equity instruments are classified as either financial liabilities or as equity in accordance with the substance of the contractual arrangements and the definitions of a financial liability and an equity instrument.

Equity Instruments

An equity instrument is any contract that evidences a residual interest in the assets of an entity after deducting all of its liabilities.

Financial Liabilities

All financial liabilities are measured subsequently at amortized cost using the effective interest method or at FVTPL. However, financial liabilities that arise when a transfer of a financial asset does not qualify for derecognition or when the continuing involvement approach applies, and financial guarantee contracts issued by the Association, are measured in accordance with the specific accounting policies set out below.

Financial Liabilities at FVTPL

Financial liabilities are classified as at FVTPL where the financial liability is (i) contingent consideration of an acquirer in a business combination, (ii) held for trading or (iii) designated as at FVTPL.

A financial liability is classified as held for trading if: (a) it has been acquired principally for the purpose of repurchasing it in the near term; or (b) on initial recognition it is part of a portfolio of identified financial

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instruments that the Association manages together and has a recent actual pattern of short-term profit-taking; or (c) it is a derivative, except for a derivative that is a financial guarantee contract or a designated and effective hedging instrument.

A financial liability other than a financial liability held for trading or contingent consideration of an acquirer in a business combination may be designated as at FVTPL upon initial recognition if: (1) such designation eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise; or (2) the financial liability forms part of a group of financial assets or financial liabilities or both, which is managed, and its performance is evaluated on a fair value basis, in accordance with the Association's documented risk management or investment strategy, and information about the grouping is provided internally on that basis; or (3) it forms part of a contract containing one or more embedded derivatives, and IFRS 9 permits the entire combined contract to be designated as at FVTPL.

Financial liabilities at FVTPL are measured at fair value, with any gains or losses arising on changes in fair value recognized in profit or loss to the extent that they are not part of a designated hedging relationship. The net gain or loss recognized in profit or loss incorporates any interest paid on the financial liability and is included in the 'other services and other income' line item in profit or loss.

However, for financial liabilities that are designated as at FVTPL, the amount of change in the fair value of the financial liability that is attributable to changes in the credit risk of that liability is recognized in other comprehensive income, unless the recognition of the effects of changes in the liability's credit risk in other comprehensive income would create or enlarge an accounting mismatch in profit or loss. The remaining amount of change in the fair value of liability is recognized in profit or loss. Changes in fair value attributable to a financial liability's credit risk that are recognized in other comprehensive income are not subsequently reclassified to profit or loss; instead, they are transferred to retained earnings upon derecognition of the financial liability.

Gains or losses on financial guaranty contracts issued by the Association that are designated by the Association as at FVTPL are recognized in profit or loss.

Financial Liabilities Measured Subsequently at Amortized Cost

Financial liabilities that are not (i) contingent consideration of an acquirer in a business combination, (ii) held for trading, or (iii) designated as at FVTPL, are measured subsequently at amortized cost using the effective interest method. The effective interest method is a method of calculating the amortized cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments (including all fees and points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the financial liability, or (where appropriate) a shorter period, to the amortized cost of a financial liability.

Derecognition of Financial Liabilities

The Association derecognizes financial liabilities when, and only when, the Association's obligations are discharged, cancelled or have expired. The difference between the carrying amount of the financial liability derecognized and the consideration paid and payable is recognized in profit or loss.

When the Association exchanges with the existing lender one debt instrument into another one with the substantially different terms, such exchange is accounted for as an extinguishment of the original financial liability and the recognition of a new financial liability. Similarly, the Association accounts for substantial modification of terms of an existing liability or part of it as an extinguishment of the original financial liability and the recognition of a new liability. It is assumed that the terms are substantially different if the discounted present value of the cash flows under the new terms, including any fees paid net of any fees received and discounted using the original effective rate is at least 10 per cent different from the discounted present value of the remaining cash flows of the original financial liability. If the modification is not substantial, the difference between: (1) the carrying amount of the liability before the modification; and (2) the present value of the cash flows after modification is recognized in profit or loss as the modification gain or loss within other gains and losses.

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Prepayments

Prepaid expenses are expenditures paid for in one accounting period, but for which the underlying assets will not be consumed until a future period. When the asset is eventually consumed, it is charged to expense. Prepayments are carried at cost and are amortized on a straight-line basis, over the period of intended usage, which is equal to or less than 12 months or within the normal operating cycle.

Property and Equipment

Property and equipment are stated at cost less accumulated depreciation and any impairment in value, if any. Such cost includes the cost of replacing part of such furniture, fixtures and office equipment when that cost is incurred, if the recognition criteria are met.

Depreciation is computed on the straight-line method over the estimated useful lives of the assets as follows:

- (1) Buildings, 20 years;
- (2) Building improvements, 10 to 20 years;
- (3) Office furniture, fixtures and equipment, 3 years;
- (4) Information Technology (IT) equipment, 3 years;
- (5) Transportation equipment, 10 years;
- (6) Leasehold improvements, and
- (7) Land is not depreciated.

An item of furniture, fixtures and office equipment is derecognized upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of income in the year the asset is derecognized.

The estimated useful lives, residual values and depreciation method are reviewed at the end of each reporting period, with the effect of any changes in estimate accounted for on a prospective basis.

The carrying values of Association's furniture, fixtures and office equipment are reviewed for impairment when changes in circumstances indicate the carrying value may not be recoverable. If any such indication exists and where the carrying values exceed the estimated recoverable amount, the assets are written down to their recoverable amount. The recoverable amount of Association's furniture, fixtures and office equipment is the greater of net selling price and value in use. The net selling price is the amount obtainable from the sale of an asset in an arm's-length transaction.

An item of property and equipment is derecognized upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the statement of profit or loss in the year the asset is derecognized.

Impairment of Non-Financial Assets

The Association's furniture, fixtures and office equipment and other assets are subject to impairment testing. Individual assets or cash-generating units are tested for impairment whenever events or changes in circumstances indicate that the carrying amounts may not be recoverable.

For purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash-generating units). As a result, some assets are tested individually for impairment and some are tested at cash-generating unit level. An impairment loss is recognized for the amount by which the asset or cash-generating unit's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of fair value, reflecting the market conditions less cost to sell, and value in use, based on an internal evaluation of discounted cash flow. All assets are subsequently reassessed for indications that an impairment loss previously recognized may no longer exist and the carrying amount of the asset is adjusted to

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the recoverable amount resulting in the reversal of the previously recognized impairment loss.

Actuarial Policies

Actuarial liabilities (reserves for life policy and members' equity) are computed by the Consulting Actuary of the Association using actuarial practices generally accepted in the Philippines. Actuarial liabilities and other policy liabilities represent the estimated amounts which, together with estimated future premiums and net investment income, will provide for outstanding claims, estimated future benefits, and expenses on in-force policies.

In calculating actuarial liabilities, assumptions must be made about the timing and amount of many events, including death, investment, inflation, policy termination, expenses, taxes, premiums and commissions. The Association uses best estimate assumptions for expected future experience. Uncertainty is inherent in the process, as no one can accurately predict the future. Some assumptions relate to events that are anticipated to occur many years in the future and are likely to require subsequent revision.

Additional provisions are included in the actuarial liabilities to provide for possible adverse deviations from the best estimates. If the assumption is more susceptible to change or if the actuary is less certain about the underlying best estimate assumption, a correspondingly larger provision is included in the actuarial liabilities. In determining these provisions, the Association ensures: (a) when taken one at a time, the provision is reasonable with respect to the underlying best estimate assumption, and the extent of uncertainty present in making that assumption, and (b) in total, the cumulative effect of all provisions is reasonable with respect to the total actuarial liabilities.

With the passage of time and resulting reduction in estimation risk, the provisions are released into income. The best estimate assumptions and margins for adverse deviations are reviewed annually and revisions are made where deemed necessary and prudent.

Recording of Claims from Policyholders

Claims incurred comprise settlement and handling costs of paid and outstanding claims arising during the year and adjustments to prior year claim provisions. Outstanding claims comprise claims incurred up to, but not paid, at the end of the year, whether reported or not.

Revaluation Reserves on FVTOCI Investments

The accumulated other comprehensive income account is an equity category comprised of the cumulative amounts of other comprehensive income (OCI). OCI presently comprises the change in the fair value of the investments in FVTOCI.

Revenue and Cost Recognition

The Association's revenue arises primarily from the premium contributions of members and secondarily from investment-related transactions such as investment income, dividend income, interest income and other sources of revenues.

Management has determined that the revenue from premium contributions of members is within the scope of PFRS 4 *Insurance Contracts* while the income from investments in financial instruments are within the scope of PFRS 9 *Financial Instruments*. Income from other sources is within the scope of PFRS 15 *Revenue from Contracts with Customers*.

PFRS 4 defines an insurance contract as a 'contract under which one party (the insurer) accepts significant insurance risk from another party (the policyholder) by agreeing to compensate the policyholder if a specified uncertain future event (the insured event) adversely affects the policyholder.' PFRS 4 temporarily exempts the Association from some requirements of other PFRSs until the efficacy of PFRS 17, beginning January 1, 2025.

The Association recognizes revenue as follows:

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(1) Premium Contributions

Revenue from insurance products is recognized under PFRS 4 Insurance Contracts, which defines an insurance contract as a 'contract under which one party (the insurer) accepts significant insurance risk from another party (the policyholder) by agreeing to compensate the policyholder if a specified uncertain future event (the insured event) adversely affects the policyholder.' PFRS 4 temporarily exempts the Association from some requirements of other PFRSs until the efficacy of PFRS 17, beginning January 1, 2025.

Under the provisions of PFRS 4, the Association recognizes premium contributions as earned when collected with corresponding allocation as approved by the Insurance Commission (IC). The proportion of the premiums collected pertaining to periods after reporting date is carried forward to subsequent accounting periods as unearned premiums, so that earned premiums relate to risks carried during the accounting period.

The members' gross premium contributions are allocated as follows:

- 50% goes to the reserve for members' equity, intended for members' entitlements of equity value after three (3) full years of continuous membership in the Association;
- 30% goes to cover basic benefits of members;
- 5% goes to guaranty fund; and the remaining
- 15% goes to general operations to cover administrative costs.

The Association collects its premiums/contributions of members through its partner cooperatives and organized groups with a certain service fee (collection cost).

(2) Investments Income

Income from investments is accounted for under PFRS 9 *Financial Instruments*. Income from investments in debt and equity equities held to collect contractual cash flows (rather than to sell the instrument prior to its contractual maturity to realize its fair value changes) are recognized at amortized cost, with interest income recognized at the effective interest rate.

(3) Non-Insurance Revenues

The Association recognizes non-insurance revenues in accordance with PFRS 15 *Revenue from Contracts with Customers* at an amount that reflects the consideration to which the Association is expected to be entitled in exchange for transferring goods or services to a customer.

For each contract with a customer, the Association:

- (1) Identifies the contract with a member,
- (2) Identifies the performance obligations in the contract;
- (3) Determines the transaction price which takes into account estimates of variable consideration and the time value of money;
- (4) Allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and
- (5) Recognizes revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognized to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognized will not occur.

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The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are initially recognized as deferred revenue in the form of a separate refund liability.

(4) Cost and Expenses

Costs and expenses are recognized in the statement of profit or loss when a decrease in future economic benefits related to a decrease in an asset or an increase in a liability has arisen which can be measured reliably. Costs and expenses are recognized in the statement of profit or loss: i) on the basis of a direct association between the cost incurred and the earnings of specific items of income; ii) on the basis of systematic and rational allocation procedures when economic benefits are expected to arise over several accounting periods and the association with income can only be broadly or indirectly determined; or iii) immediately when an expenditure produces no future economic benefits or when, and to the extent that, future economic benefits do not qualify, or cease to qualify, for recognition in the statement of financial position as an asset.

Insurance-related costs are accounted as follows:

- Changes in the required actuarial and other reserves are recognized as expense during the year.
- Plan benefits and claims paid to members, including refund of members' equity value, are recognized for benefits availed of by members/beneficiaries.
- Collection costs (representing service fees to collecting affiliate) are due and payable for every premium income recognized. Service fee rates are based on IC-approved rates.

(5) Grants, Donations and Other Income

Grants and donations received are valued at fair market value at the time the grants are received.

Compensation and Employees Benefits Expense

Employee benefits are all forms of consideration given by the Association in exchange for services rendered by employees or for the termination of their employments in the Association. The Association recognizes: (a) a liability when an employee has provided service in exchange for employee benefits to be paid in the future; and (b) an expense when the Association consumes the economic benefit arising from the service provided by an employee in exchange for employee benefits.

The following represent the accounting followed by the Association for all types of employee benefits, except share-based payment, to which there is none.

◦ Short-Term Employee Benefits

Short-term employee benefits are those expected to be settled wholly before twelve months after the end of the annual reporting period during which employee services are rendered, but do not include termination benefits. These benefits include wages, salaries and bonuses (if there are any) and non-monetary benefits paid to current employees. These are recognized when the employee has rendered the service and are measured at the undiscounted amounts of benefits expected to be paid in exchange for that service.

The benefits also include compensated absences which are recognized for the number of paid leave days (including holiday entitlement) remaining at the reporting date. The expected cost of short-term compensated absences is recognized as the employees render service that increases their entitlement or, in the case of non-accumulating absences, when the absences occur, and includes any additional amounts the Association expects to pay as a result of unused entitlements at end of period. The amounts recognized are included in Trade and Other Payables account in the statement of financial position at undiscounted amount that the Association expects to pay as a result of the unused entitlement.

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◦ Post-Employment Benefit Plans

Post-employment benefit plans that are provided to employees only cover their retirement benefits, which are paid in lump sum payments at the time of their retirements. The retirement benefits are provided to employees through a defined benefit plan. A defined benefit plan is a retirement plan that defines an amount of retirement benefit an employee will receive on retirement, usually dependent on one or more factors such as age, years of service and salary. The legal obligation for the benefits of the retirement plan remains with the Association, even if plan assets for funding the defined benefit plan have been acquired. Plan assets may include assets specifically designated to a long-term benefit fund, as well as qualifying insurance policies. The Association's defined benefit retirement plan covers all regular full-time employees.

The Association has not yet computed its retirement benefit obligations at the end of the reporting periods as it considers its retirement liability to be still immaterial considering that the operations of the Association is just less than five years old and just three years under operating status. The Association's work force is considered young. The Board of Trustees is cognizant of the need to provide post-employment benefits to its employees; however, the cost-benefit estimate favors postponement of any action at this time on the issue of the immateriality of the amount involved.

◦ Termination Benefits

Termination benefits are payable when employment is terminated by the Association before the normal retirement date, or whenever an employee accepts voluntary redundancy in exchange for these benefits. The Association recognizes termination benefits when it is demonstrably committed to either: (a) terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal; or (b) providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the statement of financial position date are discounted to present value.

Leases – The Association as Lessee

The Association's leases substantially involve the use of office space that is used for its Head Office. The Association assesses whether a contract is or contains a lease, at inception of the contract. The Association recognizes a right-of-use asset and a corresponding lease liability with respect to all lease arrangements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less) and leases of low value assets. For these low value leases, the Association recognizes the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased assets are consumed.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using the rate implicit in the lease. If this rate cannot be readily determined, the Association uses its incremental borrowing rate. The Association has no borrowings, but it is investing funds. It uses the average rates that its investments in financial instruments are getting as the discounted rate justifying that it becomes the opportunity cost when such investible funds are used to the leases.

Lease payments included in the measurement of the lease liability comprise:

- Fixed lease payments (including in-substance fixed payments), less any lease incentives receivable;
- Variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- The amount expected to be payable by the lessee under residual value guarantees;
- The exercise price of purchase options, if the lessee is reasonably certain to exercise the options; and
- Payments of penalties for terminating the lease if the lease term reflects the exercise of an option to terminate the lease.

The lease liability is presented as a separate line in the statement of financial position.

NOTES TO FINANCIAL STATEMENT

The lease liability is subsequently measured by increasing the carrying amount to reflect interest on the lease liability (using effective interest method) and by reducing the carrying amount to reflect the lease payments made.

The Association remeasures the lease liability (and makes a corresponding adjustment to the related right-of-use asset) whenever:

- The lease term has changed or there is a significant event or change in circumstances resulting in a change in the assessment of exercise of a purchase option, in which case the lease liability is remeasured by discounting the revised lease payments using a revised discount rate.
- The lease payments change due to changes in an index or rate or a change in expected payment under a guaranteed residual value, in which cases the lease liability is remeasured by discounting the revised lease payments using an unchanged discount rate (unless the lease payments change is due to a change in a floating interest rate, in which case a revised discount rate is used).
- A lease contract is modified, and the lease modification is not accounted for as a separate lease, in which case the lease liability is remeasured based on the lease term of the modified lease by discounting the revised lease payments using a revised discount rate at the effective date of the modification.

The Association did not make any such adjustments during the period presented.

The right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day, less any lease incentives received and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

Whenever the Association incurs an obligation for costs to dismantle and remove a leased asset, restore the site on which it is located or restore the underlying asset to the condition required by the terms and conditions of the lease, a provision is recognized and measured under PAS/IAS 37. To the extent that the costs relate to a right-of-use asset, the costs are included in the related right-of-use asset, unless those costs are incurred to produce inventories.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset. If a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the Association expects to exercise a purchase option, the related right-of-use asset is depreciated over the useful life of the underlying asset. The depreciation starts at the commencement date of the lease.

The right-of-use assets and the corresponding lease liability are presented separately in the statement of financial position as required under IC Circular Letter No. 2019-70, dated December 2, 2019.

The Association applies PAS/IAS 36 to determine whether a right-of-use asset is impaired and accounts for any identified impairment loss as described in the 'Property and Equipment' policy.

Variable rents that do not depend on an index or rate are not included in the measurement the lease liability and the right-of-use asset. The related payments are recognized as an expense in the period in which the event or condition that triggers those payments occurs and are included in the line "Rent" in the statement of profit or loss.

As a practical expedient, PFRS 16 permits a lessee not to separate non-lease components, and instead account for any lease and associated non-lease components as a single arrangement. The Association has not used this practical expedient. For contracts that contain a lease component and one or more additional lease or non-lease components, the Association allocates the consideration in the contract to each lease component on the basis of the relative stand-alone price of the lease component and the aggregate stand-alone price of the non-lease components.

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Leases – The Association as Lessor

The Association is not a lessor of properties.

Related Party Relationships and Transactions

Related party transactions are transfers of resources, services or obligations between the Association and its related parties, regardless of whether a price is charged. Parties are considered to be related if one party has the ability to control the other party or exercise significant influence over the other party in making financial and operating decisions. These parties include: (a) individuals owning, directly or indirectly through one or more intermediaries, control or are controlled by, or under common control with the Association; (b) associates; (c) individuals owning, directly or indirectly, an interest in the voting power of the Association that gives them significant influence over the Association and close members of the family of any such individual; and (d) the Association's funded retirement plan.

In considering each possible related party relationship, attention is directed to the substance of the relationship and not merely on the legal form.

Contingencies

A contingency arises when there is a situation for which the outcome is uncertain, and which should be resolved in the future, possibly creating a loss. The accounting for a contingency is essentially to recognize only those losses that are probable and for which a loss amount can be reasonably estimated. Contingent assets are not recognized in the financial statements but are disclosed when an inflow of economic benefits is probable. Contingent liabilities are not recognized either, but these are generally disclosed unless the possibility of an outflow of resources is remote.

Provisions and Contingent Liabilities

Provisions are recognized when the Association has a present obligation (legal or constructive) as a result of a past event, it is probable that the Association will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation. The amount recognized as a provision is the best estimate of the consideration required to settle the present obligation at the reporting date, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows (when the effect of the time value of money is material). When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, a receivable is recognized as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

Events After Reporting Date

Post year-end events that provide additional information about the Association's position at the reporting date (adjusting events), are reflected in the financial statements. Post year-end events that are not adjusting events are disclosed in the notes to financial statements when material.

Note 4

Significant Critical Accounting Judgment and Key Sources of Estimation Uncertainty

In applying the Association's accounting policies, which are described in Note 2, *Summary of Material Accounting Policy Information*, the management of the Association are required to make judgements (other than those involving estimations) that have a significant impact on the amounts recognized and to make estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

NOTES TO FINANCIAL STATEMENT

Going concern

In the process of applying the Association's accounting policies, management has made an assessment of the Association's ability to continue as a going concern and is satisfied that the Association has the resources to continue in business for the foreseeable future. Furthermore, management is not aware of any material uncertainties that may cast significant doubt upon the Association's ability to continue as a going concern. Therefore, the financial statements continue to be prepared on the going concern basis.

Critical Judgements in Applying the Association's Accounting Policies

The following are the critical judgements, apart from those involving estimations (which are presented separately below), that the management of the Association have made in the process of applying the accounting policies and that have the most significant effect on the amounts recognized in the financial statements.

Business Model Assessment

Classification and measurement of financial assets depends on the results of the SPPI and the business model tests. The Association determines the business model at a level that reflects how groups of financial assets are managed together to achieve a particular business objective. This assessment includes judgement reflecting all relevant evidence including how the performance of the assets is evaluated and their performance measured, the risks that affect the performance of the assets and how these are managed and how the managers of the assets are compensated.

The Association monitors financial assets measured at amortized cost or fair value through other comprehensive income that are derecognized prior to their maturity to understand the reason for their disposal and whether the reasons are consistent with the objective of the business for which the asset was held. Monitoring is part of the Association's continuous assessment of whether the business model for which the remaining financial assets are held continues to be appropriate and if it is not appropriate whether there has been a change in business model and so a prospective change to the classification of those assets. No such changes were required during the periods presented.

Significant Increase in Credit Risk

Expected credit losses (ECL) are measured as an allowance equal to 12-month ECL for stage 1 assets, or lifetime ECL for stage 2 or stage 3 assets. An asset moves to stage 2 when its credit risk has increased significantly since initial recognition. PFRS 9 does not define what constitutes a significant increase in credit risk. In assessing whether the credit risk of an asset has significantly increased the Association takes into account qualitative and quantitative reasonable and supportable forward-looking information.

Key Sources of Estimation Uncertainty

The key assumptions concerning the future, and other key sources of estimation uncertainty at the reporting period that may have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are discussed below.

Calculation of Loss Allowance

When measuring ECL the Association uses reasonable and supportable forward-looking information, which is based on assumptions for the future movement of different economic drivers and how these drivers will affect each other. Loss given default is an estimate of the loss arising on default. It is based on the difference between the contractual cash flows due and those that the lender would expect to receive, taking into account cash flows from collateral and integral credit enhancements.

Probability of default constitutes a key input in measuring ECL. Probability of default is an estimate of the likelihood of default over a given time horizon, the calculation of which includes historical data, assumptions and expectations of future conditions.

Fair Value Measurements and Valuation Processes

Some of the Association's assets and liabilities are measured at fair value for financial reporting purposes.

NOTES TO FINANCIAL STATEMENT

Management uses valuation techniques to determine the fair value of financial instruments (where active market quotes are not available) and non-financial assets. In estimating the fair value of an asset or a liability, the management uses market-observable data to the extent it is available. This involves developing estimates and assumptions consistent with how market participants would price the instrument. Management bases its assumptions on observable data as far as possible; but this is not always available. In that case, management uses the best information available. Estimated fair values may vary from the actual prices that would be achieved in an arm's length transaction at the reporting date.

Estimating Useful Lives of Property and Equipment

The Association reviews annually the estimated useful lives of its property and equipment based on expected asset utilization. It is possible that future results of operations could be materially affected by changes in these estimates. A reduction in the estimated useful lives of these properties would increase recorded depreciation and amortization expense and decrease the related asset accounts.

Impairment of Non-Financial Assets

In assessing impairment, management estimates the recoverable amount of each asset based on expected future cash flows and uses an interest rate to discount them. Estimation uncertainty relates to assumptions about future operating results and the determination of a suitable discount rate.

Retirement Benefits

The determination of the Association's obligation and cost for pension and other employee benefits is dependent on the selection of certain assumptions used by management in calculating such amounts. While the Association believes that the assumptions used are reasonable and appropriate, significant differences in the actual experience or significant changes in assumptions may materially affect employee benefit obligations.

Provisions and Contingencies

Judgment is exercised by management to distinguish between provisions and contingencies. Policies on recognition and disclosure of provision and disclosure of contingencies are discussed in Note 2.

Note 5

Cash and Cash Equivalents

This account consists of the following:

<i>December 31,</i>	2024	2023
Cash in banks	₱14,358,205	₱21,601,102
Cash equivalents	41,773,303	48,460,271
Cash on hand and petty cash fund	10,000	10,000
	₱56,141,508	₱70,071,373

The cash in banks earn interest at the prevailing market rates. The cash equivalents represent time deposits that earn interest at effective interest rates ranging from 0.15% to 2%, maturing in 30 to 365 days but can be pre-terminated anytime without undue cost to the Association.

Total interest income earned from cash in banks and cash equivalents amounted ₱335,903 in 2024 and ₱147,994 in 2023.

NOTES TO FINANCIAL STATEMENT

Note 6

Investments in Debt and Equity Securities

This account consists of the following investments:

December 31,	2024	2023
Investments in debt securities at amortized cost	P113,958,263	P82,490,279
Investments in equity securities at FVTOCI	11,826,610	11,332,952
Investments in equity securities at FVTPL	479,132	457,905
Total investments	126,264,005	94,281,136
Less presented under current portion	25,481,545	6,758,239
Presented under non-current portion	P100,782,460	P87,522,897

Details of Investments in Debt Securities Accounted at Amortized Cost

These investments were acquired through the following banks:

December 31,	2024	2023
<u>Treasury Bills</u>		
Land Bank of the Philippines (LBP)	P25,481,545	P24,930,842
<u>Retail Treasury Bonds</u>		
China Banking Corporation (CBC)	21,446,191	11,939,686
Philippine National Bank (PNB)	17,784,825	–
Land Bank of the Philippines (LBP)*	12,000,000	14,000,000
Robinsons Bank – restricted	8,000,000	8,000,000
Development Bank of the Philippines (DBP) – restricted	3,000,000	3,000,000
Metropolitan Bank and Trust Company (MBTC) – restricted	2,000,000	2,000,000
Security Bank	1,633,954	–
Philippine Bank of Communications (PBCom)	–	1,000,000
	65,864,970	39,939,686
<u>Long-Term Time Deposits</u>		
Philippine National Bank (PNB)	3,200,000	3,200,000
Philippine Bank of Communications (PBCom) – restricted	2,626,512	2,626,512
Bank of Makati (BMI)	2,235,000	2,235,000
	8,061,512	8,061,512
<u>Fixed Rate Treasury Notes (FXTN)</u>		
Metropolitan Bank and Trust Company (MBTC) – restricted	6,000,000	6,000,000
Robinsons Bank – restricted	3,500,000	3,558,239
	9,500,000	9,558,239
<u>Corporate Bonds</u>		
Land Bank of the Philippines (LBP)*	5,000,000	–
	P113,908,027	P82,490,279

*P10 million – restricted

The following are the details of the investments:

– Investments in Treasury Bills

This account consists of four (4) treasury bills purchased through Land Bank of the Philippines (LBP)
(Please see table next page.)

NOTES TO FINANCIAL STATEMENT

December 31, 2024	Face Value	Discount (Premium)	Carrying Amount
Land Bank of the Philippines	P26,345,000	(P863,455)	P25,481,545

– Investments in Retail Treasury Bonds

These are investments in quoted government debt securities with the following features:

- The three (3) retail treasury bonds purchased through LBP have yield to maturity rates ranging at 2.37% to 6.125% that will mature on March 9, 2024, August 12, 2025 and August 22, 2028, respectively.
- The three (3) retail treasury bonds purchased through CBC have yield to maturity rates ranging at 1.90% to 6.25% that will mature on March 9, 2024, September 11, 2024, and March 4, 2027, respectively.
- The two (2) retail treasury bonds purchased through Robinsons Bank have coupon rates at 4.625% and 5.75% that will mature on June 2, 2027 and March 7, 2028, respectively.
- The retail treasury bonds purchased through DBP have coupon rate at 4.875 that will mature on March 4, 2027.
- The retail treasury bonds purchased through MBTC have coupon rate at 6.125% that will mature on October 24, 2037.
- The retail treasury bonds purchased through PBCom have interest rate at 2.375% that matured on March 9, 2024.

– Long-Term Time Deposits

This is composed of investments with the following features:

- The investment in PNB will mature on January 8, 2025 with interest rate at 1.20%.
- The 2 investments in BMI will mature on June 4, 2026 and January 4, 2028 with interest rates at 3.25% and 5%, respectively.
- The 2 investments in PBCom will both mature on September 7, 2025 with interest rate at 2.50%.

– Fixed Rate Treasury Notes (FXTN)

These are medium to long-term negotiable and transferable debt instruments of the National Government issued by the Bureau of Treasury. Generally, these notes pay a higher rate of return than time deposits with a similar tenor and offer semi-annual interest income throughout the tenor if held until maturity. The FXTN purchased through MBTC will mature on July 22, 2031 with coupon rate at 4%. The FXTN purchased through Robinsons Bank will mature on August 17, 2033 with coupon rate at 6.625%, which has the face value of P3.5 million, with net premiums of P50,236 and the carrying amount of P3,550,236 as at December 31, 2024.

– Corporate Bonds

These investments are debt securities issued by publicly held corporations to raise money for expansion or other business needs. The investment placed through RCBC matured on April 7, 2023. There are no corporate bonds in 2023.

Investment in Equity Securities Accounted at Fair Value through Other Comprehensive Income (FVTOCI)

The 2024 investment consists of the Unit Investment Trust Fund (UITF) investments in BPI's Bayanihan Balanced Fund initially purchased at P10 million and the fair value of the investment at the end of 2024 amounted P11,826,610. In 2023, the investments consist of Unit Investment Trust Fund (UITF) investments in

NOTES TO FINANCIAL STATEMENT

BPI's Bayanihan Balanced Fund, the equity securities increased in value by P459,977 and P49,422 with a net change of P1,332,952 and P1,431,533, respectively. The changes in the values of the investments are recognized in other comprehensive income for the year.

Investment in Equity Securities Accounted at Fair Value through Profit or Loss (FVTPL)

This is an investment in the Mutual Security Fund managed by Union Bank of the Philippines' Trust and Investment Services Group. The Association earns dividends from these investments and when there is significant and apparently permanent decline in value of the investment, as indicated by prolonged losses of the investee (and other factors), the carrying amount of the investments are written down to fair value.

Restrictions on Investments in Debt Securities

The Association assigns investments to the Insurance Commission (IC) to guaranty the benefits and security of policyholders and creditors of the Association, in accordance with the provisions of The Amended Insurance Code (R.A. No. 10607). The Association assigned retail treasury bonds purchased through LBP, MBTC and Robinsons Bank, amounting to P29,550,2369 (with a face value of P29,500,000), and long-term time deposits through PBCom amounting to P2,626,512 in 2023, to fully cover the Guaranty Fund of P23,566,828. (See Note 13.)

Analyses of Impairment in Fair Values of the Investments

The Association's management has determined from its monitoring of the investments that none of the invested funds are presently impaired.

Interest Earned on the Investments

The Association earned interest income from investments amounting P2,336,608 in 2024 and P2,392,259 in 2023.

Note 7

Receivables from Partners and Others

This account consists of the following:

<i>December 31,</i>	2024	2023
Accrued interest income	P860,452	P461,274
Members' contributions due and uncollected	—	—
Total	860,452	461,274
Less allowance for expected credit losses (ECL)	—	—
Net	P860,452	P461,274

Nature of the Receivables from Partners

The receivable from partners consists principally of receivables from member cooperatives and organized groups that serve as the collection partners of the Association. The receivables represent actual collections of partners at the end of the year but subsequently remitted to the Association.

By Age of the Accounts

<i>December 31, 2024</i>	<i>Current</i>	<i>Past Due</i>	<i>Total</i>
Accrued interest income	P860,452	P—	P860,452
Receivable from partners	—	—	—
	P860,452	P—	P860,452
<i>December 31, 2023</i>			
Accrued interest income	P461,274	P—	P461,274
Receivable from partners	—	—	—
	P461,274	P—	P461,274

NOTES TO FINANCIAL STATEMENT

Allowance for Expected Credit Losses (ECL)

The receivables are provided with 12-month ECL at 1% of principal for current 30 days and 34% for past due less than one year. Accounts past due for over 1 year have been provided with lifetime ECL at 100%.

Management believes the remaining receivables were not impaired at the end of the year.

Note 8

Details of Other Current Assets

<i>December 31,</i>	2024	2023
Unused office supplies	P145,170	P88,170
Other deposits	4,299	4,299
	P149,469	P92,469

Management believes that these assets were not impaired at the end of the year.

Note 9

Property and Equipment – At Cost

This consists of the following items which are recorded in the books at costs:

<i>December 31,</i>	2024	2023
Land	P3,621,020	P3,621,020
Building and improvements	3,714,554	3,714,554
Office furniture, fixtures and equipment	448,155	435,546
Information technology equipment	1,857,695	1,846,697
Transportation equipment	1,540,000	1,540,000
Leasehold improvements	340,475	340,475
Total	11,521,899	11,498,292
Less accumulated depreciation	5,570,111	5,094,908
Net Book Value	P5,951,788	P6,403,384

Reconciliation of the Movements of the Accounts

<i>December 31, 2024</i>	<i>Opening Balances</i>	<i>Additions</i>	<i>Retirements</i>	<i>Closing Balances</i>
<u>Cost</u>				
Land	P3,621,020	P–	P–	P3,621,020
Building and improvements	4,055,029	–	–	4,055,029
Office furniture, fixtures & equipt	435,546	12,608	–	448,154
Information technology equipment	1,846,697	10,998	–	1,857,695
Transportation equipment	1,540,000	–	–	1,540,000
Total	11,498,292	23,606	–	11,521,898
<u>Less accumulated depreciation</u>				
Building and improvements	1,679,241	186,468	–	1,865,709
Office furniture, fixtures & equipt	375,916	26,147	–	402,063
Information technology equipment	1,624,501	147,837	–	1,772,338
Transportation equipment	1,415,250	114,750	–	1,530,000
Total	5,094,908	475,202	–	5,570,110
Net Book Value	P6,403,384	(P451,596)	P–	P5,951,788

NOTES TO FINANCIAL STATEMENT

December 31, 2023	Opening Balances	Additions	Retirements	Closing Balances
<u>Cost</u>				
Land	P3,621,020	P—	P—	P3,621,020
Building and improvements	4,055,029	—	—	4,055,029
Office furniture, fixtures & equipt	366,198	69,348	—	435,546
Information technology equipment	1,710,069	136,628	—	1,846,697
Transportation equipment	1,540,000	—	—	1,540,000
Total	11,292,316	205,976	—	11,498,292
<u>Less accumulated depreciation</u>				
Building and improvements	1,492,772	186,469	—	1,679,241
Office furniture, fixtures & equipt	351,662	24,254	—	375,916
Information technology equipment	1,406,985	217,516	—	1,624,501
Transportation equipment	1,262,250	153,000	—	1,415,250
Total	4,513,669	581,239	—	5,094,908
<u>Net Book Value</u>	<u>P6,778,647</u>	<u>(P375,263)</u>	<u>P—</u>	<u>P6,403,384</u>

Note 10

Trade and Other Payables

This consists of the following:

December 31,	2024	2023
Accounts payable to partners	P3,895,804	P5,795,713
Contributions received in advance	4,364,863	3,859,294
Retirement benefit obligation	826,261	569,035
	P9,086,928	P10,224,042

Members' contributions received in advance represents member contributions received but not yet due or earned as of the end of 2024 and which is expected to become due within one year.

The accounts payable to partners represents the expenses incurred by member cooperatives and organized groups for refund by the Association. It also includes the collection fee payable for the month of December 2024. Total collection costs amounted P7,822,959 in 2024 and P6,680,905 in 2023. Trade and other payables are non-interest-bearing and are generally on a 30-day or 60-day credit terms.

Retirement Benefit Obligation

The Association's regular/permanent employees are provided with retirement benefits beginning 2010, based on the 67% of the gross salaries of the entitled employees plus one-twelfth (1/12) of the 13th month pay.

The policy defines the amount of retirement benefit an employee will receive at the time of retirement or separation from service. The legal obligation on the payment of the retirement benefits to the employees remains with the Association. The retirement plan is noncontributory and is presently unfunded.

The amounts recognized in the statement of financial position at the end of 2024 and 2023 follow:

Retirement Benefit Obligation Recognized in the Statement of Financial Position

December 31,	2024	2023
Present value of retirement benefit obligation	P826,261	P569,035
Less fair value of retirement plan asset	—	—
Net	P826,261	P569,035

NOTES TO FINANCIAL STATEMENT

Total pension expenses charged to operations amounted to ₱375,597 in 2024 and ₱63,408 in 2023. (See Note 17.)

The amount recorded as retirement benefit obligation was proved to sufficiently cover the amount certified by the Association's Actuary.

Components of Retirement Expense in the Statement of Profit or Loss and Other Comprehensive Income

<u>Years Ended December 31,</u>	2024	2023
Current service cost	₱340,665	₱38,064
Interest cost on benefit obligation	34,932	25,344
Total charged to profit or loss	₱375,597	₱63,408

Changes in the Present Value of the Retirement Benefit Obligation

<u>December 31,</u>	2024	2023
Opening balances	₱569,035	₱466,443
Current service costs	340,665	38,064
Interest cost	34,932	25,344
Benefits paid during the year	(277,155)	
Actuarial gain - changes in financial assumptions	—	(41,533)
Actuarial loss – changes in demographics/experience	158,784	80,717
	₱826,261	₱569,035

Principal Assumptions Used to Determine Pension Obligation

<u>December 31,</u>	2024	2023
Discount rate	6.14%	6.14%
Salary increase rate	3.33%	3.33%
Average expected working lives of employees	20.07	13.28

The Association has not yet established a retirement plan asset.

Amount Recognized in Other Comprehensive Income

<u>December 31,</u>	2024	2023
Actuarial (gain) loss on obligation due to:		
Changes in financial assumptions (change in the discount rate)	₱—	(₱41,533)
Changes in demographics/experience	158,784	80,717
Closing balances	₱158,784	₱39,184

Sensitivity Analysis

The sensitivity analysis has been determined based on reasonable possible changes of each significant assumption on the defined benefit obligation as of December 31, 2024, assuming all other assumptions were held constant.

	<u>Change in Assumption</u>	<u>Revised PVBO December 31</u>	<u>Increase (Decrease) in PVBO</u>
Discount rate	Increase by 1%	₱721,867	(104,393)
	Decrease by 1%	958,883	132,622
Salary increase rate	Increase by 1%	952,259	125,998
	Decrease by 1%	₱725,458	(100,802)

NOTES TO FINANCIAL STATEMENT

Note 11

Insurance Contract Liabilities

This consists of claims incurred but not reported such as for the following:

<i>December 31,</i>	2024	2023
Basic life policies	P735,349	P146,541
Bredit life policies	271,133	556,905
Golden life policies	139,271	49,147
	P1,145,753	P752,593

Incurred but not reported claims are claims reported beyond the reporting date whose date of claim happened three months before the reporting date. For 2024, claims reported in the months of November 2024, December 2024 and January 2025 whose date of death/claim is before November 1, 2024 are included in this category.

The amounts recorded as insurance contract liabilities were certified by the Association's Actuary to be in accordance with sound actuarial principles. Total basic and optional benefits paid to members amounted P6,021,145 in 2024 and P6,748,360 in 2023.

Note 12

Aggregate Reserves for Unexpired Risks

This consists of the following reserves:

<i>December 31,</i>	2024	2023
Aggregates reserves for members' equity	P82,735,920	P76,339,163
Aggregates reserves for credit policies	4,477,654	4,837,734
Aggregates reserves for golden life policies	2,209,667	1,533,104
Aggregates reserves for life policies	37,566	168,349
	P89,460,807	P82,878,350

The aggregate policy reserves represent the amount which is considered adequate to cover future guaranteed benefits as they become payable under the provisions of the policies in force. The reserve is the aggregate value of future guaranteed benefits less the present value of future net premiums.

In accordance with the provisions of the Insurance Code, every outstanding membership certificate must have, after three (3) full years of being continuously in force, an equity value to at least 50% of the total membership dues collected from the member less claims paid. The equity is payable to the members upon termination of their membership in the Association. In accordance with the same Code, the Association is required to put up a reserve liability not lower than the equity value of all in-force, active certificates as at the end of each calendar year; hence, the Association sets up the 50% of its gross premium collections as its reserves for members' equity.

The reserve for credit life insurance represents the amount which is considered adequate to cover future guaranteed benefits on a debtor pursuant to or in connection with his/her specific loans and other credit transactions with the members of the Association. The reserve for life policies represents the amount which is considered adequate to cover future guaranteed benefits as they become payable under the provisions of the policies in force. The reserve is the aggregate value of future guaranteed benefits less the present value of future net premiums. The reserve for golden life policies is an extension of the basic life policies with lifetime security.

The amounts of aggregate reserves for members' equity, credit policies and reserves for life policies for the years

NOTES TO FINANCIAL STATEMENT

reported have been computed and certified by the Consulting Actuary of the Association to be in accordance with commonly accepted actuarial standards and with the Guidelines and Standards of the Actuarial Society of the Philippines consistently applied and are fairly stated in accordance with sound actuarial principles.

The movements of the aggregate reserves during the year are as follows:

December 31, 2024	Reserves for Members' Equity	Reserves for Credit Policies	Reserves for Life Policies	Reserves for Gol- den Life Policies	Total
Balances as of Dec. 31, 2015	P30,216,898	P1,366,534	P210,357	P—	P31,793,789
Provisions during 2016	5,462,896	490,447	(29,704)	—	5,923,639
Provisions during 2017	4,808,242	202,930	48,291	—	5,059,463
Provisions during 2018	7,205,514	1,021,392	(46,455)	—	8,180,451
Provisions during 2019	5,323,728	427,472	(23,482)	82,420	5,810,138
Provisions during 2020	6,747,476	(210,041)	127,838	123,965	6,789,238
Provisions during 2021	5,840,760	2,294,221	(81,554)	281,254	8,334,681
Provisions during 2022	5,546,128	(706,612)	(49,083)	488,767	5,279,200
Provisions during 2023	5,187,521	(48,609)	12,141	556,698	5,707,751
Balances, December 31, 2023	76,339,163	4,837,734	168,349	1,533,104	82,878,350
Provisions during 2024	6,396,757	(360,080)	(130,783)	676,563	6,582,457
Balances, December 31, 2024	P82,735,920	P4,477,654	P37,566	P2,209,667	P89,460,807

Note 13

Guaranty Fund

This represents the amount required by the Insurance Commission (IC) to be established to guaranty the benefits and security of policyholders and creditors of the Association, in accordance with the provisions of The Amended Insurance Code (R.A. No. 10607). Every member of the Association is required to contribute equivalent to 5% of its weekly premium contribution as its contribution to the Guaranty Fund. The following is the accounting of the Guaranty Fund:

December 31,	2024	2023
Opening balances	P21,566,214	P19,829,554
Contribution from members representing 5% of total premiums received	2,000,614	1,736,660
Closing balances	P23,566,828	P21,566,214

The Guaranty Fund is invested in quoted government debt securities held by the Bureau of the Treasury and in long-term time deposits restricted in accordance with the policies set forth by the IC. (See Note 6.)

Note 14

Appropriated Special Funds

This account is composed of the following, which are appropriated from General Fund and net surplus for the year:

December 31,	2024	2023
Members' Benefits Fund	P7,564,336	P8,351,540
Capacity Building Fund	3,372,707	3,969,288
Education and Training Fund	3,946,009	4,039,035
Research and Product Development Fund	1,761,987	1,933,758
Community Development Fund	2,020,629	2,134,121
EDP Program Fund	2,107,047	2,375,848
Closing balances	P20,772,715	P22,803,590

NOTES TO FINANCIAL STATEMENT

The appropriated funds are funded by the cash and cash equivalents of the Association. (See Note 5.)

The movements of the appropriated funds during 2024 and 2023:

<i>December 31, 2024</i>	<i>Opening Balances</i>	<i>Allocations</i>	<i>Disbursements</i>	<i>Closing Balances</i>
Members' Benefits Fund	P8,351,540	P–	(P787,204)	P7,564,336
Capacity Building Fund	3,969,288	–	(596,581)	3,372,707
Education and Training Fund	4,039,035	–	(93,026)	3,946,009
Research & Product Dev't Fund	1,933,758	–	(171,771)	1,761,987
Community Development Fund	2,134,121	–	(113,492)	2,020,629
EDP Program Fund	2,375,848	–	(268,801)	2,107,047
	P22,787,556	P–	(P2,030,875)	P20,772,715
<i>December 31, 2023</i>				
Members' Benefits Fund	P7,528,021	P1,652,119	(P828,600)	P8,351,540
Capacity Building Fund	3,746,732	1,239,089	(1,016,533)	3,969,288
Education and Training Fund	2,386,916	1,652,119	–	4,039,035
Research & Product Dev't Fund	975,410	1,239,089	(280,741)	1,933,758
Community Development Fund	1,761,753	413,030	(40,662)	2,134,121
EDP Program Fund	579,498	2,065,150	(268,800)	2,375,848
Total Appropriated Special Funds	16,978,330	8,260,596	(2,435,336)	22,803,590
Calamity Fund	210,620	–	(210,620)	–
	P17,188,950	P8,260,596	(P2,645,956)	P22,803,590

During the year, there are no additional appropriation from the General Fund to the Appropriated Special Funds

Note 15 **General Fund**

This represents portion of the fund balance that is not restricted. According to Section 408, paragraph 3 of the Insurance Code, as amended (R.A. No. 10607), a mutual benefit association shall only maintain free and unassigned surplus of not more than twenty percent (20%) of its total liabilities. 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. In addition, subject to the approval of the Commissioner, a mutual benefit association may allocate a portion for capacity building and research and development, upgrading and improving operating systems and equipment, and continuing member education.

The Association's General Fund already breached the 20% threshold of its total liabilities at the end of 2024, amounting to P21,045,981. The Association's management however has not yet assigned the excess surplus but will propose to the Insurance Commission (IC) the establishment of special funds to absorb the excess portion of the Fund.

Note 16 **Members' Premium Contributions**

The Association's members are charged twenty pesos (P20.00) per week or eighty pesos (P80.00) per month, during their active membership in the Association. In accordance with the Implementing Rules and Regulations of the Association approved by the Insurance Commission (IC), the Association allocates the contributions as follows:

- (a) 50% is allocated as reserve for members' equity intended for the members' entitlements of equity value;

NOTES TO FINANCIAL STATEMENT

- (b) 30% is intended to cover basic benefits such as payments for death or total and permanent disability claims of a member or its legal spouse, or any of the members' biological and/or 2 legally adopted children who are two weeks old to 21 years old single and must be living with the member. If single without children, the members' legal dependents include the member's biological parents not more than 65 years. If a member is single and with children, the member's legal dependents are all biological and/or legally adopted children who are two weeks old to 21 years old and must be living with the member;
- (c) 5% is intended as additional guaranty fund; and
- (d) 15% is intended to cover administrative costs and expenses.

Every outstanding membership certificate must have, after three (3) full years of being continuously in force, an equity value to at least 50% of the total membership dues collected from the member less claims paid. The equity is payable to the members upon termination of their membership in the Association.

Every year, a number of members withdrew their equity from the Association. During 2024 and 2023, the total value of equity withdrawn amounted ₱2,599,715 and ₱2,842,136, respectively. The withdrawal of equity is treated as part of the benefits paid to members.

Gross premiums on credit life insurance plan are income from loans on member which are deducted upfront in the payment of the loan. The amount of contribution is based on the principal amount and term of loans.

Total premiums collected are as follows:

<i>Years Ended December 31,</i>	2024	2023
Gross members' premium contributions on life	₱17,250,375	₱15,968,904
Gross members' premium contributions for credit life policies	22,024,143	18,089,840
Gross members' premium contributions for golden life policies	737,770	674,438
	₱40,012,288	₱34,733,182

Membership Fees

The members are also charged with one-time membership fee of ₱150, which is non-refundable and does not form part of the members' accumulated and refundable contributions. The membership fee is intended to cover expenses incurred in processing the membership application. The amount is treated as income to finance part of the requirements for general and administrative expenses not covered by the 15% allocation from gross premium contributions. Total membership fees collected amounted ₱532,040 in 2024 and ₱645,990 in 2023.

Note 17

Details of Compensation and Employees' Benefits

<i>Years Ended December 31,</i>	2024	2023
Short-term employees' benefits	₱3,943,662	₱3,391,366
Post-employment benefits (Note 10)	375,597	63,408
	₱4,319,259	₱3,454,774

Note 18

Details of General and Administrative Expenses

<i>Years Ended December 31,</i>	2024	2023
Transportation and travel	₱477,654	₱441,191
Meetings and conferences	406,316	388,104
(Carried Forward.)		

NOTES TO FINANCIAL STATEMENT

(Brought Forward.)

Years Ended December 31,

	2024	2023
Communication	352,430	309,841
Technical and professional fees	246,520	283,524
Utilities expense	230,211	249,266
Office supplies	105,370	183,258
Taxes, licenses and fees (Note 26)	215,032	128,894
Repairs and maintenance	36,845	108,453
Representation expense	94,369	89,574
Insurance	63,220	78,576
Bank and other charges	13,204	58,023
Miscellaneous	190,835	48,297
	P2,432,006	P2,367,001

Note 19

Related Party Transactions

Parties are considered to be related if one party has the ability, directly or indirectly, to control the other party, or exercise significant influence over the other party in making financial and operating decisions. Parties are also considered to be related if they are subject to common control or common significant influence. Transactions with related parties are made at normal market prices. None of the transactions incorporate special terms and conditions and no guarantee is given or received. Outstanding balances are usually settled in cash.

Significant of these related party transactions are as follows:

- In the ordinary course of trade or business, the Association accepts insurance business from the borrowers of member cooperatives. Total annual gross members' premium contributions for life credit and golden life policies amounted P40,012,288 in 2024 and P34,733,182 in 2023. (See Note 16.)
- The member-cooperatives serve as the collecting partners of the Association for certain collection fees. Collection costs incurred amounted P7,822,959 in 2024 and P6,680,906 in 2023. (See Note 10.)
- In the ordinary course of trade or business, the Association cedes insurance contracts to First Life Financial Co., Inc. (1st Life) beginning July 2017; 1Cooperative Insurance System of the Philippines (1CISP) beginning July 2016 and National Reinsurance Corporation of the Philippines (NATRe) beginning March 2021.
- The key management personnel of the Association include all personnel having a position of General Manager and above. The key management compensation amounted P654,340 and P566,734 in 2024 and 2023, respectively.

Note 20

Fair Value Measurement

Financial Instruments Measured at Amortized Cost for which Fair Value is Disclosed

The following table summarizes the fair value hierarchy of the Association's financial assets and liabilities which are not measured at fair value in the 2024 and 2023 statement of financial condition but for which fair value is disclosed. (Please see table next page.)

NOTES TO FINANCIAL STATEMENT

December 31, 2024	Level 1	Level 2	Level 3	Total
Financial assets				
Cash and cash equivalents (Note 5)	P56,141,508	P–	P–	P56,141,508
Receivables from partners & others (Note 7)	–	–	860,452	860,452
Inv. in debt & equity securities (Note 6)	126,264,005	–	–	126,264,005
	P182,405,513	P–	P860,452	P183,265,965
Financial liabilities				
Trade and other payables (Note 10)	P–	P–	9,086,928	P9,086,928
Insurance contract liabilities (Note 11)	–	–	1,145,753	1,145,753
Aggregate reserves for risks (Note 12)	–	–	89,460,807	89,460,807
	P–	P–	99,693,488	P99,693,488
December 31, 2023	Level 1	Level 2	Level 3	Total
Financial assets				
Cash and cash equivalents (Note 5)	P70,071,373	P–	P–	P70,071,373
Receivables from partners & others (Note 7)	–	–	461,274	461,274
Inv. in debt & equity securities (Note 6)	94,281,136	–	–	94,281,136
	P164,352,509	P–	P461,274	P164,813,783
Financial liabilities				
Trade and other payables (Note 10)	P–	P–	10,224,042	P10,224,042
Insurance contract liabilities (Note 11)	–	–	752,593	752,593
Aggregate reserves for risks (Note 12)	–	–	82,878,350	82,878,350
	P–	P–	93,854,985	P93,854,985

For financial assets and financial liabilities with fair values included in Level 1, management considers that the carrying amounts of those short-term financial instruments equal their fair values. The fair values of the financial assets and financial liabilities included in Level 3 above which are not traded in an active market is determined by using generally acceptable pricing models and valuation techniques or by reference to the current market value of another instrument which is substantially the same after taking into account the related credit risk of counterparties, or is calculated based on the expected cash flows of the underlying net asset base of the instrument. When the association uses valuation technique, it maximizes the use of observable market data where it is available and rely as little as possible on entity specific estimates. If all significant inputs required to determine the fair value of an instrument are observable, the instrument is included in Level 2. Otherwise, it is included in Level 3.

Fair Value Measurement for Non-Financial Assets

The following table shows the Levels within the hierarchy of non-financial assets measured at fair value on a recurring basis as of December 31, 2024 and 2023.

December 31, 2024	Level 1	Level 2	Level 3	Total
Other current assets (Note 8)	P–	P–	P149,469	P149,469
Property and equipment – net (Note 9)	–	–	5,951,788	5,951,788
	P–	P–	P6,101,257	P6,101,257
December 31, 2023	Level 1	Level 2	Level 3	Total
Other current assets (Note 8)	P–	P–	P92,469	P92,469
Property and equipment – net (Note 9)	–	–	6,403,384	6,403,384
	P–	P–	P6,495,853	P6,495,853

The Level 3 fair value of the buildings and improvements included under the Property and Equipment account was determined using the cost approach that reflects the cost to a market participant to construct an asset of comparable usage, construction standards, design and layout, adjusted for obsolescence. The more significant

NOTES TO FINANCIAL STATEMENT

inputs used in the valuation include direct and indirect costs of construction such as but not limited to, labor and contractor's profit, materials and equipment, surveying and permit costs, electricity and utility costs, architectural and engineering fees, insurance and legal fees. These inputs were derived from various suppliers and contractor's quotes, price catalogues, and construction price indices. Under this approach, higher estimated costs used in the valuation will result in higher fair value of the properties.

Note 21

Capital Management Objectives, Policies and Procedures

The Association's capital management objectives are: (1) to ensure the Association's ability to continue as a going concern, and (2) to ensure sufficient solvency margins to adequately protect its members. To attain these objectives, the Association maintains a certain level of capital that is usually higher than the minimum requirements set by the Insurance Commission (IC). To ensure compliance with IC-imposed capital requirements, it is the Association's policy to monitor its entire equity (fund balance section of its statement of financial position) on a quarterly basis as part of the Association's internal financial reporting process.

Compliance with Capitalization Requirements

In accordance with the provisions of Chapter VII, Title 1, Section 405 of R.A. 10607, *The Amended Insurance Code*, a mutual benefit association incorporated after the effectivity of the Code shall constitute and establish a Guaranty Fund with initial amount of P5 million, in cash or in government securities, to answer for any valid benefit claim of any of its members.

The Association has fully complied with this requirement by having established its Guaranty Fund of P23,566,828 (Note 13) and having funded it with investments in debt securities amounting to P29,550,239 (with face value of P29,500,000) and long time deposits of P2,626,512, totaling P32,176,748, with an excess funds of P8,609,920) (See Note 6.) These funds are intended to be higher than the required level of Guaranty Fund to allow the Association adequate flexibility in dealing with certain contingencies. The Association will add deposits in 2024 to ensure full compliance of the Guaranty Fund requirement at the end of 2024.

Note 22

Risk Management Objectives and Policies

The Association is exposed to various risks in relation to financial instruments. The Association's principal financial instruments are its cash and cash equivalents (Note 5), investments in debt and equity securities (Note 6), receivables from partners and others (Note 7), trade and other payables (Note 10), insurance contract liabilities (Note 11) and aggregate reserves for unexpired risks (Note 12). The main types of risks are insurance risk, credit and concentration risks, market risk and liquidity risk. The Association is not exposed to foreign currency risk since it has no foreign currency deposits. In 2023, the Association purchased financial instruments as part of its investment strategies. The Association is now exposed to investment risks beginning 2024.

The objective of financial risk management is to contain, where appropriate, exposures in these financial risks to limit any negative impact on the Association's financial performance and financial position. The Association actively measures, monitors and manages its financial risk exposures by various functions pursuant to the segregation of duties principle.

Risk Management Structure

The Board of Trustees is mainly responsible for the overall risk management and for the approval of risk strategies and principles of the Association. The Board of Trustees also has the overall responsibility for the development of risk strategies, principles, frameworks, policies and limits. It establishes a forum of discussion of the Association's approach to risk issues in order to make relevant decisions.

NOTES TO FINANCIAL STATEMENT

Insurance Risk

The principal risk the Association faces under insurance contracts is the risk that the actual claims and benefit payments exceed the carrying amount of recognized insurance liabilities. This situation is influenced by the frequency of claims, severity of claims, actual benefits paid are greater than originally estimated and subsequent development of long-term claims. Therefore, the objective of the Association is to ensure that sufficient reserves are available to cover these liabilities. The amount of reserves set-up in the books is computed by the Actuarial Consultant and monitored on a regular basis.

Credit and Concentration Risks/Investment Risk

Credit risk refers to the risk that counterparty will default and/or not honor its financial or contractual obligations resulting in financial losses to the Association. The Association is exposed to credit risk from financial assets including its cash held in banks, receivables from agents and others and investments in financial instruments. The credit risk in respect of cash balances held with banks and time deposits with banks are managed via diversification of bank deposits and are only with major reputable financial institutions and are regularly monitored. Trade receivables consist of premiums receivable from active members and from the unremitted premium collections by the agent-affiliate. The Association does not hold any security on the receivables from agents and others balance and the accounts are monitored on an ongoing basis with the result that the Association's exposure to impairment is not significant.

The investment risk related to investments in financial instruments represents the exposure to loss resulting from cash flows from invested assets being less than the cash flows required to meet the obligations of the expected policy and contract liabilities and the necessary return on investments. To maintain an adequate yield to match the interest necessary to support future policy liabilities, the Board of Trustees is investing only on Government financial instruments which are fairly safe investments.

The Association deals only with creditworthy counterparties duly approved by the Board of Trustees. Its maximum exposure to credit risk for the components of the statements of financial position is the carrying amounts as shown in the following table:

<i>December 31, 2024</i>	<i>Neither Past Due Nor Impaired</i>	<i>Past Due But Not Impaired</i>	<i>Total</i>
Cash and cash equivalents (Note 5)	P56,141,508	P—	P56,141,508
Receivables from partners & others (Note 7)	860,452	—	860,452
Inv. in debt & equity securities (Note 6)	126,264,005	—	126,264,005
	P183,265,965	P—	P183,265,965
	100.00%	0.00%	100.00%
<i>December 31, 2023</i>			
Cash and cash equivalents (Note 5)	P70,071,373	P—	P70,071,373
Receivables from partners & others (Note 7)	461,274	—	461,274
Inv. in debt & equity securities (Note 6)	94,281,136	—	94,281,136
	P164,352,509	P—	P164,352,509
	100.00%	0.00%	100.00%

Credit Quality by Class of Financial Assets Based on the Association's Rating System

<i>December 31, 2024</i>	<i>High Grade</i>	<i>Standard Grade</i>	<i>Impaired</i>	<i>Total</i>
Cash and cash equivalents (Note 5)	P56,141,508	P—	P—	P56,141,508
Receivables from partners/others (Note 7)	860,452	—	—	860,452
Inv. in debt & equity securities (Note 6)	—	126,264,005	—	126,264,005
	P57,001,960	P126,264,005	P—	P183,265,965

NOTES TO FINANCIAL STATEMENT

December 31, 2023	High Grade	Standard Grade	Impaired	Total
Cash and cash equivalents (Note 5)	P70,071,373	P—	P—	P70,071,373
Receivables from partners/others (Note 7)	461,274	—	—	461,274
Inv. in debt & equity securities (Note 6)	—	94,281,136	—	94,281,136
	P70,532,647	P94,281,136	P—	P164,813,783

Financial instruments classified as "high grade" are those cash transacted with reputable local banks and receivables with no history of default on the agreed contract terms. Financial instruments classified as "standard grade" are those receivables from parties who need to be reminded of their duties. No financial assets were deemed by management as impaired.

Market Risks

Market risk is the possibility that changes in equity prices or interest rates will adversely affect the value of the Association's assets, liabilities or expected future cash flows. The Association has no exposure arising from complex investments since it is not engaging in high-risk investments, forward contracts, hedging, and the likes, whether local or foreign transactions.

(a) Price risk.

The Association has no exposure to price risks as its investments in quoted equity and debt securities are of fixed interest rates.

(b) Interest rate risk.

The Association's interest rate risk arises from its time deposits with banks. The Association invested in fixed rate deposits to mitigate the risks.

(c) Foreign currency exchange rate risk.

The Association is not exposed to foreign currency risks as it has no assets nor liabilities denominated in foreign currency.

Liquidity Risks

Liquidity risk is that the Association might be unable to meet its obligations. The Association's objectives to manage its liquidity profile are: (a) to ensure that adequate funding is available at all times; (b) to meet commitments as they arise without incurring unnecessary costs; and (c) to be able to access funding when needed at the least possible cost. The Association manages its liquidity by carefully monitoring its scheduled servicing payments for financial liabilities as well as its cash flows due on its day-to-day business. The data used for analyzing these cash flows is consistent with that used in the contractual maturity analysis in the following table. Net cash requirements are compared to available cash position in order to determine headroom or any shortfalls. This analysis shows that available cash position is expected to be sufficient over the lookout period.

The Association considers its expected cash flows from financial assets in assessing and managing liquidity risk, in particular its cash resources and trade receivables. The Association's existing cash resources and trade receivables significantly exceed the current cash outflow requirements. Cash flows from receivables from agents and others are all contractually due within six months.

Maturity Profile of the Association's Financial Liabilities

December 31, 2024	Due in One Year	Due Over One Year	Total
Trade and other payables (Note 10)	P9,086,928	P—	P9,086,928
Insurance contract liabilities (Note 11)	1,145,753	—	1,145,753
Aggregate reserves for unexpired risks (Note 12)	—	89,460,807	89,460,807
	P10,232,681	P89,460,807	P99,693,488
	10.26%	88.30%	100.00%

NOTES TO FINANCIAL STATEMENT

Note 23

Commitments and Contingencies

There are recognized provisions in the statements of financial position that arise in the normal course of business operations. There may also have been commitments and contingencies that arose in the normal course of business that were not reflected in the Association's financial statements. Management anticipates no material losses, if any, that may arise from these commitments and contingencies, and these losses, if any, will not materially affect its financial statements.

Note 24

Authorization of Financial Statements

The Association's financial statements as of and for the year ended December 31, 2024 were authorized for issue by the Association's management on April 25, 2025.

Note 25

Details of Taxes, Licenses and Fees

In accordance with the supplementary information required under Revenue Regulations No. 15-2010, the Association discloses the following

<i>Years Ended December 31,</i>	2024	2023
License renewal and filing fees	₱191,550	73,150
Local taxes/fees (business permits, etc.)	20,972	10,482
Vehicle registration	2,010	1,992
BIR annual registration	500	500
Penalties and surcharges	—	42,770
	₱215,032	₱128,894

There are no pending assessments related to tax deficiencies at the end of the year.

CORPORATE GOVERNANCE



THE BOARD OF TRUSTEES



The Board of Trustees of CARE MBA, Inc. is composed of seven (7) members, including:

- Five (5) trustees who are recognized active members of CARE MBA, Inc., its affiliates, or partners.
- Two (2) independent trustees, who do not hold any business or position within CARE MBA's partner organizations.

The term of office for regular Trustees is two (2) years, while Independent Trustees serve for a term of three (3) years. Independent Trustees may serve a maximum of three (3) consecutive terms, resulting in a cumulative term of up to nine (9) years.

Trustees are elected during the Annual General Meeting (AGM), which takes place on the last Friday of May each year.

The 14th Annual General Meeting of CARE MBA, Inc. was held on May 31, 2024, at the St. Jude Coop Hotel and Event Center in Tayabas City. During this meeting, the following positions were up for election:

- Three (3) Regular Board of Trustee positions.
- One (1) Independent Trustee position.
- Two (2) Election Committee positions.

Voting was conducted via Google Form, and the election procedures were explained by Mrs. Myrna T. Salvaleon, the Chairperson of the Election Committee. The canvassing of votes was carried out by Mrs. Melody L. Bringel, the Internal Auditor, in collaboration with the Election Committee members.



BOARD PROFILE



CRISELDA R. ABUEL

**PRESIDENT - BOARD OF TRUSTEES,
CAREMBA, INC.**

PROFILE

Date of Birth: August 13, 1963

Age: 61

Occupation : General Manager-PEARLS Multi-purpose Cooperative (2007 up to present)

EDUCATION

1984

- Bachelor of Science in Actuarial Science
- University of Sto. Tomas

WORK EXPERIENCE

PRODUCT DEVELOPMENT OFFICER

Philippine Airlines
1985-1998

TRAININGS, SEMINARS AND OTHER EXPOSURES

2024

- National Microinsurance Forum "Sustainable and Inclusive Finance for Climate Resiliency" - January 23
- 75th Anniversary of Insurance Commission - Jan. 24
- Study Tour AOA of the ICMIF at Tokyo, Japan - May 19 - 24
- Management Forum: Performance, Risks, Compliance - Aug. 28 - 30

2023

- National Microinsurance Forum "Evolving the Purpose in the Next Normal" - January 26
- 74th Anniversary of Insurance Commission - Feb. 17

2022

- CMIF Centenary Conference at Rome, Italy
- Date: October 2022
- Leadership Training Workshop
- Governance and Anti-Money Laundering Act (AMLA) Workshop

TERM OF OFFICE

**Two Years
2023-2025**

TYPE OF DIRECTORSHIP

Non-Executive

DIRECTORSHIP TO OTHER INSTITUTIONS

None



BOARD PROFILE



ATTY. JOYCEE M. SIO

**VICE - PRESIDENT - BOARD OF TRUSTEES,
CAREMBA, INC.**

PROFILE

Date of Birth: September 27, 1969

Age: 55

Current Job:

- Clerk of Court V (Court Attorney), Feb. 2012 to present
- Accredited Trainer and On-Call Operations Consultant for Cooperatives, Quezon Federation and Union of Cooperatives 2011 to present

EDUCATION

2009

- Bachelor of Laws/Juris Doctor
Manuel S. Enverga University Foundation

2000

- BSBA Major in Accounting
Manuel S. Enverga University Foundation

WORK EXPERIENCE

ATTORNEY III

*Cooperative Development Authority
Aug. 2011 to Jan. 2012*

Chief Executive Officer

*KOOPNAMAN Multi-Purpose Cooperative
2005 to 2011*

Training Officer

*St. Jude Multi-Purpose Cooperative,
2000 to 2005*

TRAININGS, SEMINARS AND OTHER EXPOSURES

2024

- Good Governance and AMLA Workshop for Mi-MBAs – Oct. 28-30
- Compliant, Mandatory Continuing Legal Education (MCLE), 8th Compliance
- Continuing Legal Education Program for Trial Court Lawyers - November
- Pre-Judicature Program for Trial Courts - Sept. to Oct.

2022

- Training for Trainers – UP Los Baños

TERM OF OFFICE

**Two Years
2024-2026**

TYPE OF DIRECTORSHIP

Non-Executive

DIRECTORSHIP TO OTHER INSTITUTIONS

- Chairperson, Board of Director - St. Jude Multi-purpose Cooperative
- Member, BOD, Tagalog Cooperative Development Center (TAGCODEC)



BOARD PROFILE



PERSEVERANDO C. FAJARDO

**TREASURER - BOARD OF TRUSTEES,
CAREMBA, INC.**

PROFILE

Date of Birth: June 26, 1968

Age: 56

**Chief Executive Officer – Quezon Federation
and Union of Cooperatives, 2019 up to present**

EDUCATION

2015

- Professionalizing Coop. Management Course
PUP, Sta. Mesa

1989

- Diploma in Agriculture Technology, Major in
Agroforestry - Pampanga Agricultural College

WORK EXPERIENCE

Institution Building Specialist

*Land bank of the Philippines,
2003 – 2007*

Project Assistant

*Land bank of the Philippines,
1996 - 2007*

TRAININGS, SEMINARS AND OTHER EXPOSURES

2024

- National Microinsurance Forum "Sustainable and
Inclusive Finance for Climate Resiliency" - January
23
- Online Investment Market Outlook Briefing –
March 04

2023

- National Microinsurance Forum "Evolving the
Purpose in the Next Normal" - January 26

2022

- Management Forum: "Improving Regulatory
Compliance and Operating Systems" – Aug. 24-26
- Disaster Resiliency & Risk Financing: The Role of
Microfinance and Microinsurance – April 11

2021

- Annual Corporate Governance (ACGR) Writeshop for
MI-MBA's – May 6-7
- Good Governance and Anti-Money Laundering Act
(AMLA) Workshop

TERM OF OFFICE

**Two Years
2024-2026**

TYPE OF DIRECTORSHIP

Non-Executive

DIRECTORSHIP TO OTHER INSTITUTIONS

- **Regional Representative -**
Consumer Marketing
Producers Logistics Cluster
(CMPL)
- **Auditor -** Provincial
Cooperative Development
Council (PCDC)
- **Chairperson -** Municipal
Cooperative Development
Council (MCDC)



BOARD PROFILE



ARMIEL A. AZUL

BOARD OF TRUSTEES, CAREMBA, INC.

PROFILE

Date of Birth: February 20, 1986

Age: 38

Occupation : Chief Executive Officer -
RHUDARDA Multi-purpose Cooperative,
2017 up to present

EDUCATION

2007

- **Bachelor of Science in Business Management**
Major in Marketing Management
Southern Luzon State University

WORK EXPERIENCE

Business Owner

Sugod Beach Resort, Polillo, Quezon

Independent Business Executive

*Learning is Fun, WS Pacific Publication,
Sta. Mesa, Manila*

TRAININGS, SEMINARS AND OTHER EXPOSURES

2024

- **National Microinsurance Forum** "Sustainable and Inclusive Finance for Climate Resiliency" - January 23
- **Empowering Transitions:** "Mastering Decisions, Shaping Legacies and Building Your Next Chapter" - May 02

2022

- **Management Forum:** "Improving Regulatory Compliance and Operating Systems" - August 24-26
- **Good Governance and Anti-Money Laundering Act (AMLA) Workshop** - October 12-14

TERM OF OFFICE

Two Years
2024-2026

TYPE OF DIRECTORSHIP

Non-Executive

DIRECTORSHIP TO OTHER INSTITUTIONS

None



BOARD PROFILE



LUCILO G. JIMENEZ

BOARD OF TRUSTEES, CAREMBA, INC.

PROFILE

Date of Birth: July 29, 1966

Age: 58

Occupation: Manager – Lopez Quezon
Multi-purpose Cooperative
2015 up to present

EDUCATION

1991

- Bachelor in Accountancy
Polytechnic university of the Philippines,

WORK EXPERIENCE

Loans Bookkeeper

*Lopez Quezon Credit Cooperative,
1990-1993*

Loan Officer

*Lopez Quezon Credit Cooperative,
1993 -2015*

TRAININGS, SEMINARS AND OTHER EXPOSURES

2024

- Online Investment Market Outlook Briefing-
Mar. 04

2023

- Good Governance and Anti-Money
Laundering Act (AMLA) Workshop – October
12-14

TERM OF OFFICE

Two Years
2023-2025

TYPE OF DIRECTORSHIP

Non-Executive

DIRECTORSHIP TO OTHER INSTITUTIONS

None



BOARD PROFILE



MARY JULIET D. R. LABITIGAN

INDEPENDENT TRUSTEES, CAREMBA, INC.

PROFILE

Date of Birth: June 15, 1958

Age: 66

Occupation: Faculty at Colegio de la Ciudad de Tayabas, Tayabas City, Quezon Province, 2021 up to present

EDUCATION

2008

- **Master of Science in Social Development**
Ateneo de Manila University,
Loyola Heights, Quezon City,

2008

- **Bachelor of Arts in Sociology**
University of the Philippines, Diliman

TRAININGS, SEMINARS AND OTHER EXPOSURES

2024

- CORPORATE GOVERNANCE SCORECARD FOR INSURANCE COMPANIES WORKSHOP – APRIL 23 & 24

2023

- GOOD GOVERNANCE AND ANTI-MONEY LAUNDERING ACT (AMLA) WORKSHOP – OCTOBER 18-20

2019

- DEMOGRAPHIC HEALTH SURVEY (DHS) DATA ANALYSIS WORKSHOP – JULY 15-19

2008

- STRATEGIC MANAGEMENT
- PROJECT MANAGEMENT
- POLICY DEVELOPMENT
- RESULTS-BASED MONITORING

TERM OF OFFICE

**Three Years
2023-2026**

TYPE OF DIRECTORSHIP

Non-Executive

DIRECTORSHIP TO OTHER INSTITUTIONS

- **Board of Director-Partnerships for Health, Agriculture, Nation-Building and Socio-economic Upliftment, Inc. (PHANSUP)**



BOARD PROFILE



MARY JULIET D. R. LABITIGAN

INDEPENDENT TRUSTEES, CAREMBA, INC.

WORK EXPERIENCE

- **College Professor** - Colegio de la Ciudad de Tayabas, City Government of Tayabas, May 2021-present
- **Project Officer** - Basic Education Sector Transformation Program (BEST) -Cardno. Project in collaboration with Department of Education (Dep Ed) and funded by the Australian Government, thru the Australian Department of Foreign Affairs and Trade (DFAT), June 4, 2018- May 27, 2019
- **National Coordinator** - Community Maternal, Newborn and Child Health and Nutrition (MNCHN) Scale-Up (CMSU) Project. Integrated Midwives Association of the Philippines, June 15, 2013- September 30, 2015
- **National COMBI (Communication for Behavioral Impact) Officer** - COMBI on Exclusive Breastfeeding for Six Months Program, World Health Organization-Philippine Country Office, June 22, 2010-July 15, 2013
- **Local Reform Implementation Coordinator** - European Commission (EC) -Technical Assistance (TA) to the Health Sector Policy Support Program. German Technical Cooperation-International Service (GTZ-IS), November 2007-April 30, 2010
- **Field Coordinator** - Development (LEAD) for Health Project, Management Sciences for Health (MSH), a USAID Project, April 2004 - June 2006
- **Technical Program Officer** - Philippine Department of Health. Serve as senior health program officer with increasing responsibilities at the Community Health Service and the Bureau of Local Health Development -1988-2004

TERM OF OFFICE

Three Years
2023-2026

TYPE OF DIRECTORSHIP

Non-Executive

DIRECTORSHIP TO OTHER INSTITUTIONS

- **Board of Director-Partnerships for Health, Agriculture, Nation-Building and Socio-economic Upliftment, Inc. (PHANSUP)**



BOARD PROFILE



MARY JULIET D. R. LABITIGAN

INDEPENDENT TRUSTEES, CAREMBA, INC.

PART TIME ENGAGEMENT/ CONSULTANCIES

- **Research Associate** - (February 2022-December 2022)
- **Asia Pacific Management and Research Group, Inc.** (APMARGIN).
- **Consultant** - Public Health System Specialist Institute of Philippine Culture, Ateneo de Manila University, (October 11, 2021- May 10, 2022)
- **Consultant- Technical Writer** - City Government of Tayabas (August 17-December 31, 2020)
- **Project Officer** - Commission on Population and Development (POPCOM) (September -December 2019)
- **Research Associate** - Partnership for Health Action, Nation Building. & Socio-Economic Upliftment (PHANSUP), (November 2017-March 2018)
- **Technical Consultant** - Microinsurance MBA Association of the Philippines Inc. (doing business under the name and style RIMANSI Organization for Asia and the Pacific), (Oct 17-31, 2018)
- **Consultant** - Partnerships for Health Action, Nation-Building, & Socio-economic Upliftment/Philippine NGO Support Program (PHANSUP), (April 2016- October 2016)
- **Principal Investigator** - Philippine Business for Social Progress (PBSP) and Grand Challenges Canada, (September 2014-February 2016)
- **Project Consultant** - National Anti-Poverty Commission (NAPC), (Intermittent, August 2013- July 2014)
- **Team Leader** - Philippine Business for Social Progress (PBSP), (July 2006-December 2006)

TERM OF OFFICE

Three Years
2023-2026

TYPE OF DIRECTORSHIP

Non-Executive

DIRECTORSHIP TO OTHER INSTITUTIONS

- **Board of Director-** Partnerships for Health, Agriculture, Nation-Building and Socio-economic Upliftment, Inc. (PHANSUP)



BOARD PROFILE



GAUDIOSO A. LAVADIA

INDEPENDENT TRUSTEES, CAREMBA, INC.

PROFILE

Date of Birth: October 28, 1961

Age: 63

Retired Employee since 2021

EDUCATION

2000

- Bachelor of Laws (LLB),
20 Units
Manuel S. Enverga Univ. Foundation

1996

- Master in Business Administration
6 Units
Manuel S. Enverga Univ. Foundation

1988

- BSBA Major in Accounting
Manuel S. Enverga Univ. Foundation

WORK EXPERIENCE

- **PRESIDENT** – COOPERATIVE BANK OF QUEZON PROVINCE, 2019-2021
- **SENIOR VICE-PRESIDENT FINANCE & ADMIN** – COOPERATIVE BANK OF QUEZON PROVINCE, 2018-2019
- **EXECUTIVE VICE-PRESIDENT** - COOPERATIVE BANK OF QUEZON PROVINCE, 2013-2014
- **ASSISTANT GENERAL MANAGER** – COOPERATIVE BANK OF QUEZON PROVINCE, 2009-2013
- **HEAD OFFICE MANAGER** – COOPERATIVE BANK OF QUEZON PROVINCE, 2003-2008
- **BRANCH MANAGER** - COOPERATIVE BANK OF QUEZON PROVINCE, 1997-2003
- **ACCOUNTANT** - COOPERATIVE BANK OF QUEZON PROVINCE, 1994-1997
- **MANAGER** – AL REALTY & DEVELOPMENT COMPANY, INC., 1990-1994

TERM OF OFFICE

Three Years
2024-2027

TYPE OF DIRECTORSHIP

Non-Executive

DIRECTORSHIP TO OTHER INSTITUTIONS

- Board of Trustee,
United Church of Christ
in the Philippines
(Magill Memorial



BOARD PROFILE



GAUDIOSO A. LAVADIA

INDEPENDENT TRUSTEES, CAREMBA, INC.

PROFILE

Date of Birth: October 28, 1961

Age: 63

Retired Employee since 2021

TRAININGS, SEMINARS AND OTHER EXPOSURES

2024

- Corporate Governance Scorecard for Insurance Companies Workshop – April 23 & 24

2023

- National Microinsurance Forum "Sustainable and Inclusive Finance for Climate Resiliency" - January 23

2022

- ACGS Workshop for Insurance Companies – June 21
- Management Forum: "Improving Regulatory Compliance and Operating Systems" – Aug. 24-26

2021

- Good Governance and Anti-Money Laundering Act (AMLA) Workshop – June 16-18
- Basic Cooperative Banking Course
- Managerial Development Program
- Risk and Crisis Management Seminar
- Echo Seminar on BSP FRP
- Business Continuity management Seminar

TERM OF OFFICE

Three Years
2024-2027

TYPE OF DIRECTORSHIP

Non-Executive

DIRECTORSHIP TO OTHER INSTITUTIONS

- Board of Trustee, United Church of Christ in the Philippines (Magill Memorial





DUTIES AND RESPONSIBILITIES OF THE BOARD OF TRUSTEES

The specific duties and responsibilities of the Board of Trustees are outlined in the association's Corporate Governance Manual.

The Board of Trustees of CARE MBA, Inc. foster a long-term success of the association and secure sustained competitiveness consistently. To achieve these objectives, the Board convenes regular meetings on the fourth Friday of each month, with additional special meetings scheduled as necessary. Board meetings are conducted via face-to-face, virtual or blended or whatever suits their circumstances.

As the governing body of CARE MBA, Inc., the Board of Trustees holds a position of trust and confidence. Each Trustee is expected to act with integrity and in a manner that reflects transparency, accountability, fairness, and always in the best interest of the association's members and stakeholders. Trustees are primary responsible for approving and overseeing the implementation of the association's policies and procedures, action plans, corporate governance standards, and corporate values. They are also in charge in ensuring the effective performance of senior management in achieving both the short-term and long-term strategic objectives of the association. The Board's role is critical in guiding the organization's direction, fostering growth, and ensuring that the association's activities align with its values and goals.

Continuing Education and Training of the Board of Trustees

CARE MBA, Inc. recognizes that the training and development of its Board of Trustees are crucial for the continued growth and success of the association. For 2024, the training program included a combination of face-to-face and virtual training sessions.

All newly elected members of the Board of Trustees are required to undergo mandatory training on Good Governance and Anti-Money Laundering Act (AMLA) Workshop. This essential training program is designed to equip Trustees with the necessary knowledge and skills to fulfill their responsibilities effectively.

Additionally, continuing education for current Trustees is considered an important investment in their leadership. It directly contributes to the effective management and governance of the association, ensuring that the Board remains well-informed and capable of making effective decisions.

CORPORATE GOVERNANCE

Continuing Trainings and Seminars Attended by the Board of Trustees for 2024

Name of Seminars/Trainings	Facilitator	Date	Venue	Attendee/s
National Microinsurance Forum 2024	MIMAP	Jan. 23, 2024	Manila Hotel	Criselda R. Abuel Perseverando C. Fajardo Armiel A. Azul Paz L. Bobadilla
75th Insurance Commission Anniversary	Insurance Commission	Jan. 24, 2024	Phil. International Convention Center, Pasay City	Criselda R. Abuel
Online Investment Market Outlook Briefing	MIMAP	Mar. 04, 2024	Videoconferencing	Perseverando C. Fajardo Lucilo G. Jimenez Paz L. Bobadilla
Corporate Governance Scorecard for Insurance Companies Workshop	Institute of Corporate Directors	April 23 & 24, 2024	Videoconferencing	Gaudioso A. Lavadia Mary Juliet D. R. Labitigan
Empowering Transitions: "Mastering Decisions, Shaping Legacies and Building Your Next Chapter"	Lucena City Development Council	May 02, 2024	St. Jude Coop Hotel & Event Center	Armiel A. Azul
Study Tour	AOA of the ICMIF	May 19 – 24, 2024	Tokyo, Japan	Criselda R. Abuel
Training of Trainers (TOT) on Financial Education	Bangko Sentral ng Pilipinas	June 04 – 06, 2024	Bangko Sentral ng Pilipinas Building, Lucena City	Paz L. Bobadilla
Management Forum: Performance, Compliance, Risks	MIMAP	August 28 – 30, 2024	NSCC Plaza Hotel and Convention Center, Caoayan, Ilocos Sur	Criselda R. Abuel Paz L. Bobadilla
Good Governance and AMLA Workshop for Mi-MBAs	MIMAP	Oct. 28 – 30, 2024	Astoria Plaza, Ortigas Center, Pasig City	Atty. Joyce M. Sio



CORPORATE GOVERNANCE

Board Meetings

The Board of Trustees of CARE MBA, Inc. convened a total of fourteen (14) meetings in 2024, including the Annual General Meeting (AGM) held on the last Friday of May, followed by the organizational meeting.

These meetings were conducted through a combination of in-person and video conferencing formats via Zoom. In-person meetings were held at the Board Room of CARE MBA, Inc., located in Lucena City.

The secretariat monitored the attendance to ensure that all Board members fulfilled their responsibilities by regularly attending the scheduled monthly meetings as follows:

Trustee	Designation	Annual Meeting 05-31-2024	Organizational Meeting 05-31-2024	Regular Meeting Monthly	Percentage
Criselda R. Abuel	President	✓	✓	12	100 %
Atty. Joyce M. Sio new BOT for 2024	Vice-President	✓	✓	7	90 %
Erlene E. Barandino	Corporate Secretary	✓	✓	12	100 %
Perseverando C. Fajardo	Treasurer	✓	✓	11	92 %
Armiel A. Azul	Trustee	✓	✓	9	79 %
Lucilo G. Jimenez	Trustee	✓	✓	12	100 %
Gaudioso A. Lavadia	Independent Trustee	✓	✓	12	100 %
Mary Juliet D. R. Labitigan	Independent Trustee	✓	✓	11	92 %
Paz L. Bobadilla	Board of Adviser	✓	✓	12	100 %

Committees of the Board of Trustees

The Board of Trustees has established various Committees to promote Good Corporate Governance. Members of the Election Committee are elected during the Annual General Meeting, while the members of the other committees are consist of the Board of Trustees and former officers of CARE MBA, Inc. The duties and responsibilities of these committees are outlined in the Corporate Governance Manual of the association.

Below are the committee reports for year 2024.

CORPORATE GOVERNANCE

Election Committee

Mandate

The Election Committee is composed of at least three (3) members elected during the Annual General Meeting, possessing all the qualifications and none of the disqualifications for the members of the Board of Trustees. They review and evaluate the qualifications of all persons nominated to the Board as well as those nominated to other positions requiring appointment by the Board of Trustees. The Election Committee is hereby-vested sole authority to conduct and supervise the elections for the members of the Board of Trustees and other officers and proclaim the winners that were canvassed by the Internal Auditor of the association.

Meetings Held

The committee convened three (3) meetings and discussed the following:

Key Agenda	Key Resolutions & Recommendations
Organizational Meeting	The Election Committee facilitated the organizational meeting to create the new set of officers of the Board of Trustees last May 31, 2024
Revisited the Election Guidelines	To reinforce understanding and consistency of the Election Guidelines, the Committee reviewed the election rules, policies and processes to uphold the principle of fair and honest decision-making.
Recapitulation of Board of Trustees' Term	The Committee recap the Board of Trustees, Independent Trustees and Election Committees' term of office from the start to present year and determined the vacant positions for Election 2025 as follows: - Two (2) Board of Trustees - One (1) Election Committee
Election 2025	- The Committee identified the qualified partners to send candidates as follows: For Board of Trustee 1. KUMARE, Inc. 2. Lopez Quezon MPC 3. PEARLS MPC 4. Ateng Koop MPC 5. QPGOE MPC 6. NEMCO 7. Cagsiay 1 MPC 8. Cawayan II MPC 9. Lucena Development MPC 10. Gumaca MSK MPC For Election Committee 1. St. Jude MPC 2. Rhuarda MPC 3. KUMARE, Inc. 4. PEARLS MPC 5. Ateng Koop MPC 6. NEMCO 8. Cagsiay 1 MPC 8. Cawayan II MPC 9. Lucena Development MPC 10. Gumaca MSK MPC - Assigning duties and responsibilities of the committee members during Annual General Meeting - Preparation of finalized proxy votes for actual canvassing during AGM

CORPORATE GOVERNANCE

Key Agenda	Key Resolutions & Recommendations
Presentation of schedule and timeline of activities	The committee reviewed and approved the proposed timeline and key milestones of activities for election 2025. This includes finalization of Notice of Election and candidates, visitation of election materials and setting deadlines of applications for candidates.

Committee Members	Designation	No. of Meetings	Meetings Attended	Percentage
Sedfrey R. Potestades	Chairperson	3	3	100 %
Engr. Sonia J. Mayuga	Vice-Chairperson	3	3	100 %
Edenel F. Vasquez	Secretary	3	3	100 %

Corporate Governance Committee

Mandate

The Corporate Governance Committee provide oversight on all matters connected with Board policies concerning Trustees nomination, training and performance evaluation. Moreover, the Committee oversees the policy guidelines for the Association's membership, ensuring compliance with government's requirements, regulations and good corporate governance and smooth functioning of the association.

Meetings Held

The committee convened four (4) meetings and discussed the following:

Key Agenda	Key Resolutions & Recommendations
Terms of Reference	Terms of Reference was discussed, analyzed and approved by the Committee. This will be their guide to effectively fulfill their role as members of the Corporate Governance Committee.
Addressed the Frequently Asked Questions	In order to have a same answer to frequently asked questions of partners and members, the committee unanimously approved the appropriate answers to the following questions: • Claim by dependent • Official Beneficiary • Basic Life Insurance Plan as Primary Product • Presumption of Death (depending on the circumstances) • Inactive members for more than three (3) years • Advanced Payment of Basic Life • Multiple membership
Review and Revision of Policy on Calamity Assistance	The committee reviewed the Policy on Calamity Assistance and suggested further enhancement and revision for the benefits of our members.
Revisited and Reviewed Various Policies	As part of the committee's mandate to promote transparency, accountability and honest decision-making, various policies were revisited and reviewed if they are still align with the association's good corporate governance. Some of the policies reviewed are as follows: • Board Diversity Policy • Anti-Corruption Policy • Videoconferencing Policy

CORPORATE GOVERNANCE

Key Agenda	Key Resolutions & Recommendations
ACGR Result 2023	The Annual Corporate Governance Scorecard was evaluated by the Committee, strong and weak points were noted. The committee agreed to work closer to improve the score of the association for next year's assessment in order to attain at least one golden arrow in the future.
Performance Evaluation	To measure the level of leadership of the Board of Trustees and relevant Committees, the CGC, confirmed the questionnaires for the performance evaluation of the aforementioned for year 2024.

Committee Members	Designation	No. of Meetings	Meetings Attended	Percentage
Mary Juliet D. R. Labitigan	Chairperson, Independent Trustee	4	4	100 %
Atty. Joyce M. Sio	Member	4	3	75 %
Armiel A. Azul	Member	4	3	75 %
Erlene E. Barandino	Member	4	4	100 %
Sedfrey R. Potestades	Member	4	4	100 %

Audit and Related Party Transactions Committee

Mandate

The Audit Committee provides independent assurance service to the Board and Management of CARE MBA, Inc. The Committee establishes internal control/review policies and procedure/develop risk assessment and audit plan.

The Related Party Transaction Committee is authorized by the Board to consider, review, evaluate and provide oversight in relation to any Related Party Transactions upon becoming aware of or being referred such transactions or proposed transactions of CARE MBA, Inc.

Meetings Held

The committee convened three (3) meetings and discussed the following:

Key Agenda	Key Resolutions & Recommendations
Terms of Reference	Terms of Reference was discussed, analyzed and approved by the Committee. This will be their guide to effectively fulfill their role as members of the Audit and Related Party Transactions Committee.
2024 Assessment and 2025 Work Plan	The committee reviewed the 2024 assessment and the 2025 work plan as presented by management. The secretariat duly recorded the recommendations and suggestions provided during the meeting. The work plan will be used as guide to achieve the targets set by year 2025.
Presentation of Audited Financial Statement	The Committee confirmed and accepted the Audited Financial Statement for the year 2023, as presented by the External Auditor. Minor findings were noted and addressed accordingly.
2025 Budget	The Committee conducted a thorough review and analysis of the proposed 2025 budget. During the session, minor suggestions and recommendations were raised. These points were duly noted by the secretariat and the 2025 budget was approved by the Committee.

CORPORATE GOVERNANCE

Key Agenda	Key Resolutions & Recommendations
Appointment of External Auditor	The Committee also evaluated the audit engagement with the external auditing firm, Quilab and Garsuta CPAs. After careful consideration, the Committee recommended retaining Quilab and Garsuta CPAs for the year 2025 audit engagement. The committee approved the audit proposal of Quilab and Garsuta CPAs, as follows: - Professional Fees – P85,000.00 - Out of pocket expenses – - Food Expenses - Lodging Expenses - Transportation - Per Diem - Report Reproduction - Other Costs - Proposed Timetables - Planning Visit-As soon as engagement is approved - Start of Year-end filed works-Between Feb. 01 to Mar. 31, 2025 - Finalization of audit results-On or before March 31, 2025 or earlier - Submission of AFS-On or before April 15, 2025
Related Party Transactions:	
Review of all Material Related Party Transactions	The Committee reviewed all Material Related Party Transactions (RPTs) between CARE MBA, Inc. and its related parties to assess and examine every transactions, are transparent and in compliance with regulatory requirements.
Building Construction and Improvement	The Committee approved the proposed building construction and improvements for office use, the construction shall proceed on a phased basis, with each phase properly specified and approved by the Building Committee.

Committee Members	Designation	No. of Meetings	Meetings Attended	Percentage
Gaudio A. Lavadia	Chairperson, Independent Trustee	3	3	100 %
Lucilo G. Jimenez	Member	3	3	100 %
Paz L. Bobadilla, CPA	Member	3	3	100 %
Dominador S. Tamayo, CPA	Member	3	3	100 %
Melody L. Bringel	Member	3	3	100 %

Board Risk Oversight Committee

Mandate

The Board Risk Oversight Committee is responsible for defining CARE MBA's level of risk tolerance and providing oversight over its risk management policies and procedures to anticipate, minimize, control or manage risks or possible threats to the Association's operational and financial viability.

CORPORATE GOVERNANCE

Meetings Held

The committee convened four (4) meetings and discussed the following:

Key Agenda	Key Resolutions & Recommendations
Terms of Reference	Terms of Reference was discussed, analyzed and approved by the Committee. This will be their guide to effectively fulfill their role as members of the Board Risk Oversight Committee.
Vulnerability Data Collection	The Committee reviewed and provided recommendations and suggestions to the Anti-Money Laundering Council regarding the National Risk Assessment IC Data/Information Collection (AML/CTF Questionnaire) for the mutual benefit of the association.
AML Compliance Officer	The Committee recommended the following individuals to serve as the AML Compliance Officer: - Ma. Lourdes E. Qusea-Compliance Officer - Gilda R. Babasa-Alternate Compliance Officer
Data Protection Officer	The Committee recommended the following individuals to serve as the Data Protection Officer: - Graemarc Lester L. Alzaga-Data Protection Officer - Marianne C. Castro-Alternate Data Protection Officer
Risk Assessment	The Committee thoroughly reviewed and discussed the association's Risk Registry to ensure its alignment with the association's governance and identify strategies for mitigating risks. Recommendations and suggestions were duly noted by the Secretariat.
Risk Registry for year 2025	The Committee has identified key risks for the year 2025, along with corresponding strategies and action plans to address them. The Board Risk Oversight Committee has agreed to actively monitor these risks and take immediate action to mitigate them as necessary.
Board Performance Evaluation	To assess the performance of the Board of Trustees, an annual Board Performance Evaluation is required. The Committee reviewed the results of this evaluation, identifying both the strengths and areas for improvement for each trustee. Based on these findings, strategies will be implemented to enhance their duties and overall performance.
Theme for 15th Annual General Meeting	The Board Risk Oversight Committee has identified three proposed themes for the upcoming 15th Annual General Meeting, scheduled for May 30, 2025. The proposed themes are as follows: - Partnership for Progress through Microinsurance - Stronger Together: Building an Inclusive Future through Microinsurance - Building Stronger Partnerships through Microinsurance The Board of Trustees will vote on these themes via a poll in their designated group chat. The results of the vote will be announced at the first regular meeting in January 2025.

Committee Members	Designation	No. of Meetings	Meetings Attended	Percentage
Gaudioso A. Lavadia	Chairperson, Independent Trustee	4	4	100 %
Criseida R. Abuel	Member	4	4	100 %
Atty. Joyce M. Sio	Member	4	3	75 %
Perseverando C. Fajardo	Member	4	4	100 %
Armiel A. Azul	Member	4	4	100 %

Remuneration Committee

Mandate

The Remuneration Committee judge or make plans where to position the company relative to other companies. They delegate responsibilities for setting up remuneration for all executive officers and staff. They also recommend and monitor the level and structure of salaries including remunerations for senior management. They serve as the human resource department of the association.

Meetings Held

The committee convened four (4) meetings and discussed the following:

Key Agenda	Key Resolutions & Recommendations
Resignation of the Compliance Officer	The Committee has reviewed and approved the resignation of Maria Victoria A. Abrigo, the Compliance Officer, who has resigned due to health reasons. As Ms. Abrigo is a pioneer employee of the company and has dedicated fifteen years of service, the Committee has recommended granting her a gratuity pay in recognition of her significant contributions.
Commitment of Trustees	The Committee suggested to have a written commitment upon filing of application as Trustee of CARE MBA, so once they were elected, trustees will abide by all the requirements and responsibilities.
Hiring of New Staff	In view of the retirement of Ms. Maria Victoria A. Abrigo, CARE MBA Inc. the committee suggested to hire a new employee. The ideal candidate should preferably be a graduate of accountancy or an accounting-related course.
Retirement Policy	In light of the sudden resignation of the Compliance Officer, the Committee has directed the management to develop a clear retirement policy. This policy will be implemented to ensure consistency and clarity in the retirement process for employees, and to support effective succession planning.
Policy on International Travel	The Committee has approved the granting of travel privileges to both employees and trustees, to recognize the importance of providing opportunities for skill development and enhancing their performance. Qualifications for Travel Privileges: • Employees: Must have at least five (5) years of service from their regularization date and have maintained a satisfactory performance for the last three (3) years. • Trustees: Those who have completed three consecutive full terms or 6 years of service, regardless of whether they are regular or independent trustees. These travel privileges are granted to further develop the skills and capabilities of both employees and trustees, ensuring continued growth and success within the association.
Surety Bond	The committee approved the suggestion of the management to renew the Surety Bond coverage for selected trustees and employees as a necessary requirement for the renewal of CARE MBA's license with the Insurance Commission.
DOLE Wage order IVA-21	In line with the publication of the DOLE Wage Order dated September 14, 2024, which outlines the new minimum wage rates for Region IVA-21, the management has informed the committee that the new wage rates will take effect on September 29, 2024. The committee recommends updating the salary scale matrix for employees, aligning it with DOLE Wage Order #IVA-21, effective October 1, 2024.
Renewal to PHILCARE HMO	The committee has recommended to explore other health care providers due to a significant 66% increase in premiums of Philcare, due to high utilization report. The committee also suggested establishing a dedicated fund for employee's healthcare. This fund could be used to reimburse employees medical treatments and medications. However, considering the near expiration of HMO contract, the committee has decided to renew the Philcare health card for the term 2024-2025, to give more time to explore and evaluate other options.

CORPORATE GOVERNANCE

Committee Members	Designation	No. of Meetings	Meetings Attended	Percentage
Criselda R. Abuel	Chairperson	4	4	100 %
Paz L. Bobadilla	Member	4	4	100 %
Erlene E. Barandino	Member	4	4	100 %
Melody L. Bringel	Member	4	4	100 %

Board of Advisers

The Board of Advisers of CARE MBA, Inc. is comprised of former president and the general manager of the association. The role of the Board of Advisers is to provide timely and relevant guidance and support to the Board of Trustees and management on both financial and operational matters.

Mrs. Paz L. Bobadilla, CPA, who served as president from 2020 to 2022, is a member of our Board of Advisers. She is invited to attend regular board meetings and is also a member of the association's committees. The Board of Advisers is an appointed body selected by the Board of Trustees to offer impartial insights and recommendations from a third-party perspective and to monitor the performance of the association.

Reimbursement for Communication and Travel Expenses of the Board of Trustees

The members of the association's Board of Trustees volunteer their time, resources, and expertise to further the mission of CARE MBA, Inc. Officers and members of the Board are not entitled to any salary or remuneration. To support the Board in its responsibilities of formulating strategy and policy, as well as ensuring monitoring and accountability, the association provides reimbursement for communication and travel expenses incurred while attending official Board and Committee meetings.

In 2024, a combination of in-person (5 meetings) and videoconferencing (9 meetings) was held. Below is a summary of the total reimbursements provided to the Board of Trustees for their attendance at these meetings.

Board of Trustees	Total Reimbursements
Criselda R. Abuel - President	P23,500.00
Atty. Joycee M. Sio – Vice-President	P11,000.00
Perseverando C. Fajardo - Treasurer	P21,000.00
Armiel A. Azul - Trustee	P18,000.00
Lucilo G. Jimenez - Trustee	P23,500.00
Gaudioso A. Lavadia – Independent Trustee	P23,500.00
Mary Juliet D. R. Labitigan – Independent Trustee	P22,000.00
Paz L. Bobadilla – Board of Adviser	P23,500.00
Erlene E. Barandino – Corporate Secretary	P42,000.00
TOTAL	P208,000.00

CORPORATE GOVERNANCE

The General Manager of the association receives a monthly compensation of Fifty One Thousand Four Hundred Eighty Six pesos, as recommended by the Remuneration Committee and approved by the Board of Trustees of CARE MBA, Inc.

Performance Evaluation of the Board of Trustees, Committee Members and General Manager

The Board of Trustees has established a comprehensive performance management framework, which includes an annual performance appraisal. This assessment is designed to provide good feedback, monitor professional development, and ensure that they are progressing in their respective roles. The association implements a structured approach to performance evaluation and monitoring through the use of appropriate tools, such as the ASEAN Corporate Governance Scorecard and SEGURADO Rating.

Each member of the Board of Trustees, and respective committee members, undergoes an annual performance evaluation. This evaluation assesses compliance with the association's manual and identifies areas for improvement. The evaluation process is conducted annually, preferably in January.

The Corporate Governance Committee is responsible for reviewing the results of the performance evaluations. The findings are then presented to the Board of Trustees during their regular meetings for further discussion and consideration.

The General Manager is also required to perform a self-assessment to evaluate her own accomplishments. Her performance is being reviewed by the President of the association, with the results being reported to the Board of Trustees.

Furthermore, all employees of CARE MBA, Inc. are expected to complete an annual self-assessment. The General Manager is responsible for conducting performance evaluations for each employee, based on their self-assessments, ensuring that all personnel are held responsible for their contributions to the association.

OTHER CORPORATE GOVERNANCE UPDATES

Independent Trustees

The Board of Trustees of CARE MBA, Inc. is composed of seven (7) members, consisting of five (5) Regular Trustees and two (2) Independent Trustees. The current Independent Trustees of the association are Mr. Gaudioso A. Lavadia and Mrs. Mary Juliet D. R. Labitigan. They do not hold any business or other positions within CARE MBA, Inc.'s partner organizations. Furthermore, they do not serve as nominees or representatives of any director from related institutions or any substantial stockholder of CARE MBA, Inc. Additionally, an Independent Trustee is neither a beneficiary of the trust nor related to any of its beneficiaries.

Independent Trustees are elected by the majority of the members upon the nomination of the Board of Trustees subject for evaluation of the Election Committee. They serve a term of three (3) years, with a maximum of three (3) consecutive terms, amounting to a cumulative term limit of nine (9) years. Upon completion of this term limit, an Independent Trustee shall be perpetually ineligible to serve in the same position within CARE MBA, Inc.

Internal Auditor

CARE MBA, Inc. have an Internal Audit that evaluates the association's internal controls, including its corporate governance and accounting processes.

Mrs. Melody L. Bringel is the Internal Auditor appointed by the Board of Trustees. Her service adds value and improvement in the association and helps CARE MBA, Inc. to accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes. She reports directly to the Board of Trustees.

CORPORATE GOVERNANCE

The Internal Auditor of CARE MBA, Inc. will provide an objective assurance on risk management, governance and internal control processes of the Association with the following duties and responsibilities:

- a. Guarantees compliance with established internal control procedures by examining records, reports, operating practices, and documentation of CARE MBA, Inc.
- b. Checks assets and liabilities by comparing items to documentation.
- c. Evaluates information security and associated risk exposures.
- d. Assess regulatory compliance program with consultation from the Audit Committee
- e. Evaluate the organization's readiness in case of business interruption;
- f. Contributes to team effort by accomplishing related results as needed;
- g. Responsible to maintain open communication with management and the Audit Committee
- h. Determine sufficiency of internal controls
- i. Determine the physical existence of assets, investments and proper accounting over such assets
- j. Determine that the activities of CARE MBA, Inc. are consistent with its purpose as established under its Articles of Incorporation and By-Laws
- k. Give support to CARE MBA, Inc.'s anti-fraud programs
- l. Recommends policies to be included in the Accounting Manual

External Auditor

The external auditor of CARE MBA, Inc. conducts an audit of the association's financial statements in accordance with applicable laws and regulations. The association ensures full compliance with Insurance Commission Circular No. 29-2009, dated November 10, 2009, in the selection and engagement of its external auditor.

- a. Only external auditors accredited by Insurance Commission are being engaged;
- b. The external auditor shall be changed or the lead and concurring partner shall be rotated every five years or earlier;
- c. No external auditor may be engaged if he or any member of his immediate family had or has committed to acquire any direct or indirect financial interest;
- d. The external auditor and the members of the audit team do not have any claim with the Association;
- e. The external auditor is not currently engaged nor was engaged during the preceding year in providing the following services to the Association;
- f. Internal audit functions;
- g. Information systems design, implementation and assessment;
- h. Other services which could affect his independence;

The External Auditor is recommended by the Chairperson of the Audit Committee during the Annual General Meeting and is subsequently ratified by the representatives/members. For the fiscal year 2024, CARE MBA, Inc. entered into an Audit Engagement with Quilab and Garsuta, CPAs to conduct the External Audit and prepare the Audited Financial Reports. The agreed audit fee is ₱85,000.00, exclusive of out-of-pocket expenses, which is deemed reasonable and commensurate with the services rendered.

The selection of Quilab and Garsuta, CPAs is based on several considerations, including their accreditation by the Insurance Commission (IC) and their proven ability to submit required reports to both the Insurance Commission and the Securities and Exchange Commission in a timely manner.

Furthermore, Quilab and Garsuta, CPAs did not provide any non-audit services to CARE MBA, Inc., and no non-audit fees were paid.

Risk Assessment and Mitigation

The Board Risk Oversight Committee is responsible in the management of identified risks of the Association and must continuously monitor the risks and ensure that the internal controls are being established. They have the following duties and responsibilities in risk assessment and mitigation:

- Monitors and evaluates the internal control environment which focuses on the identified internal and external risks of the Association.
- Regular review of the risk management activities
- Controls and manages threats to its operational and financial viability
- Present periodic risk report to the Board of Trustees
- Continuously upgrading the risk management policy and strategy for Board of Trustees' approval

Risk Identification

1. **External Risks** – External risks are uncontrollable and unexpected to happen like natural disasters, economic risks and political risks. It is beyond the control of the Association.
2. **Internal Risks** – Internal risks are faced by the Association from within its organization and arise during its normal operations. CARE MBA categorized its internal risks into people, process and system. These risks are manageable and beyond the control of the Association.

The table below presents the identified risks and corresponding strategic measures for the year 2024.

Risk/s	Classification		Indicators	Specific Strategies
	Probability (L-M-H)	Impact (L-M-H)		
A. INTERNAL RISKS				
• PEOPLE				
1. The possibility of staff infected by COVID-19 that will affect the expansion to other provinces	Low	Low	• Number of symptomatic or asymptomatic staff	• Regular disinfection of office • Implement online banking transactions to avoid exposures and walk in to banks • Ready the work from home policy in case of COVID infection
2. The possibility of staff resignation that will affect the general operations of CARE MBA	Low	Medium	• Number of sudden staff resignation	• Encourage and motivate staff to stay in the association by providing them with monetary as well as non-monetary benefits. • Involve them in educational development through trainings and workshops shouldered by the association.

CORPORATE GOVERNANCE

Risk/s	Classification		Indicators	Specific Strategies
	Probability (L-M-H)	Impact (L-M-H)		
A. INTERNAL RISKS				
• PEOPLE				
3. The possibility of lack of available leader/s with readiness to handle the responsibilities that will affect the over-all governance, management, and operations of the MBAS	Medium	High	Non-participation of new breed but capable and qualified leaders in the election during AGM.	- Search for highly qualified Board of Trustees to be elected during CARE MBA's Annual General Meeting. - Establish and maintain excellent working relationship and partnership with the officers of our partners. - Meet and greet the new elected Board of Trustees and Board of Directors of partners. - Conduct microinsurance awareness
• PROCESS				
4. The possibility of lapsation will increase that will affect members retention	Medium	High	- Number of members with at least two months lapsed on contribution - Amount of unpaid contribution - Number of members without channel for payment	- Strengthen tie up with partners and its coordinators - Visit the area of partners to feel our presence - E - kumustahan via zoom videoconferencing if face to face meetings are not possible - Create a member-engagement programs - Implementation of care mobile app - Provide CARE MBA video presentation and other IEC materials for recruitment - Promote electronic payments (G-cash, Paymaya, Smart Padala) - Proposed a joint project with partners - Conduct "Balik Microinsurance Program"
5. The possibility of data loss that will affect the general operation of the MBA	Low	Medium	- Corruption of files - Files Hacking	- Daily back-up of files in the external hard drive - Proper monitoring of data

CORPORATE GOVERNANCE

Risk/s	Classification		Indicators	Specific Strategies
	Probability (L-M-H)	Impact (L-M-H)		
6. The possibility of huge number of member's resignations due withdrawal of equity value that will affect membership and retention	Medium	Medium	- Significant number of members withdrawn their equity value - Amount of refunded equity value - Significant percentage of members' withdrawal	- Balik-MBA program: - annual assessment of partnership between MBA and partners - retooling of MBA coordinators and cascading to cooperative partner program implementor - produce IEC materials - Microinsurance Corner in branches (standee, brochures, flyers)
B. EXTERNAL RISKS				
1. The possibility of disengagement of partner cooperative due to changes in leadership that will affect the membership	Medium	Medium	- Number of coop partners that disengage - Number of partners with new general manager - Number of partners with new set of board	- Annual review of partnership agreement - SOP: courtesy call to the new leaders of partner - Monitoring of partner's election - Include in partnership agreement the participation of MBA to the AGM.
2. The possibility of cooperative dissolution due to non-compliant to regulatory body	Low	Medium	Sudden dissolution of partner coop	- Create internal arrangement with partner regarding members' concerns - Continuous accommodation of members if they want to keep up with their insurance - Conduct microinsurance awareness to members that will stay in the association
3. Possibility of natural catastrophe and man-made disasters may happen	High	Medium	- Claims Ratio - Degree of member's data lost - Range of damage to partner's properties	- Work with MiMAP-DRRM Committee to replicate to MBA partners - Secure data through cloud - Develop an emergency evacuation plan - Continuously search for insurance coverage for partners

CORPORATE GOVERNANCE

Risk/s	Classification		Indicators	Specific Strategies
	Probability (L-M-H)	Impact (L-M-H)		
4 Partnership with other reinsurance providers	High	High	- Denied Claims Ratio - Commercial/regular provider/s may direct to our partners - Extent of support from reinsurance partner for claims settlement	- Monthly monitoring of policy renewal - Send advisory to partners regarding complete reinsurance requirements - Due diligence of reinsurer/partner
5. Appeal on Tax Exemption	Low	Medium	Denial of Tax exemption to all MBA's	- Participate in dialogue through MIMAP-RIMANSI with BIR and lawmakers - Must have a reserve funds for possible tax liabilities until official exemption ruling is granted
6. IFRS 17	High	High	IC Circular for Implementation of IFRS 17	- Attend IFRS 17 Masterclass - Continue participation in regular policy dialogue through MIMAP-RIMANSI - Continuously study the IFRS 17 and develop transition plan if ever exemption is denied - Budget for IFRS 17

RISK RESPONSE / TREATMENT

The Association's risk response planning is to develop options and determine actions to enhance opportunities and reduce threats in and out of CARE MBA, Inc. It includes the identification and assignment of individuals or parties to take responsibility for each agreed risk response as follows:

- 1. Tolerate** – This action is chosen when risk is acceptable, control is impossible or cost of control surpasses the potential benefit. Contingency plan is a must to handle any potential impact.
- 2. Transfer** – Transferring threats is an option that works well for risks to asset risks by paying a third party. Contractually transfer the risk and loss of exposure to a third party. (e. g. reinsurance providers).
- 3. Reduce** - There are methods to reduce or mitigate risks. This can include deploying of additional resources (e. g. people, process, technology, system etc.) setting up new or revising existing control measures, streamline operations and improving employees skills and knowledge.
- 4. Avoidance** – Avoiding risks may be the easiest action to mitigate threats. Eliminate the risks altogether by eradicating the cause of the risk event. This can be done by foregoing certain strategies or terminating activities that jeopardize the operations of the Association. But sometimes, avoiding risks also means avoiding possible gains.

Financial Performance Indicators

Financial Performance Indicators serve as essential tools for measuring the effectiveness of the association's operations. In line with this, CARE MBA, Inc. remains committed to complying with the established standards, financial policies, and administrative regulations set by the Insurance Commission. The Association adheres to the following guidelines:

- Administrative cost or the over-all operation expenses shall be less than or equal to 15% of the association's total gross revenue
- Solvency ratio must be more than 120%
- High ratio in the Risk-Based Capital (RBC) framework
- Claims ratio is less than 30%
- Liquidity, defined as the ability to meet liabilities promptly, must be maintained below 100%.
- Equity Value must be more than or equal to 50%

Non-Financial Performance Indicators

CALAMITY ASSISTANCE PROGRAM

Calamity Assistance Program aims to assist CARE MBA's members affected by natural calamities and fortuitous events such as:

- Typhoon
- Flood
- Fire
- Earthquake
- Volcanic Eruption
- Landslide

Our Association provides cash assistance, relief goods and immediate action on financial needs of members affected by such calamities.

SCHOLARSHIP PROGRAM

Scholarship Program gives financial assistance (Extra Baon) to qualified students whose parent/s are active members of CAREMBA for at least two years, with three (3) children studying, simultaneously. The Extra Baon for Junior and Senior High is P4,000.00 and P10,000.00 for College scholars every school year.

FREE MEMBERS' BENEFIT PROGRAM

Free Members' Benefit Program is CAREMBA's additional life insurance given to members in good standing (MIGS) with at least two years of membership. It covers a year of free insurance with P10,000.00 benefits and does not need any contribution from selected members. This program, is our generous way to pay back to our dear members for their unwavering support to our Association since its foundation.

CATASTROPHIC INSURANCE

Another added benefits to our valued members is the Catastrophic Insurance, In times of fortuitous calamities (e. g. typhoon, flood, tsunami, fire, earthquake, volcanic eruption) with a minimum casualties of 30 lives per catastrophe. CAREMBA reinsured our member for free to National Reinsurance Corporation of the Philippines (NATRE). The maximum benefit for members per loss of life is P30,000.00 and P15,000.00 for its dependents.

CORPORATE GOVERNANCE

Policy on Dividends

CARE MBA, Inc. does not declare dividends to members. Its income goes directly to members benefits, through:

- a) Increase guarantee fund in compliance with insurance Code (5% of contribution)
- b) Refund of 50% of members contribution when they withdraw membership or termination value upon reaching exit age of 66 years old.
- c) Giving of free insurance benefits through product reinsurance.
- d) Financial assistance to member affected by calamities.

Policy on Related Party Transactions

Related Party Transaction is an agreement between two parties who hold a foregoing deal, business, undertaking, and transaction or with common interest. Related Parties shall refer to CARE MBA's affiliates, shareholders, stakeholders, members, Board of Trustees, Officers, other subsidiaries under common control and trusts for the benefit of employees.

Objectives

1. To ensure that RPT is consistent to CARE MBA's arm's length principle, Audit and Oversight Committee shall implement and monitor this policy.
2. Transactions between related parties commonly occur in the normal course of Association, examples such as:
 - a. Products and services, sales and purchases
 - b. Services received or furnished such as accounting, management and legal services
 - c. Maintenance of compensating bank balances for the benefit of a related party.

Implementation of Related Party Transactions

1. Disclosure of Related Party Transactions is important for it may affect the assessments of CARE MBA's operations and the entity's risks and opportunities.
2. The Related Party Transaction Committee shall review the RPT Policy annually and evaluate whether it fits the interest of our Association and its Stakeholders.
3. They will receive reports on transactions between the Association and its affiliates.
4. The Related Party Transaction Committee will order an investigation on documents of related party transactions
5. Finally, the said Committee will recommend to the Board of Trustees to take corrective measures for Related Party Transactions that will violate the Association's regulations.

The Related Party Transaction Committee has responsibilities in the following areas:

1. duty of good faith
2. duty to investigate and report to the Board of Directors on finding any related party transaction that is in violation of laws or regulations
3. duty to prepare minutes

Sustainability Report

Cooperative Alliance for Responsive Endeavor Mutual Benefit Association (CARE MBA), Inc. is dedicated to promoting the well-being of our Board of Trustees, Officers, employees, partners, members and stakeholders through sustainable practices. In 2024, we focused on reducing our environmental footprint, fostering a positive social impact, and enhancing governance practices. This report highlights our key initiatives, progress, and goals for the future.

Environmental Impact

- **Energy Consumption**

We reduced our office energy consumption by 10% upgrading to energy-efficient LED lighting, turning off lights and electronic gadgets when not in use, and maximizing the use of natural light.

- **Waste Management**

We recycled 20% of our office waste in 2024 and introduced a paperless system for internal communications, reducing paper usage by 10%.

- **Carbon Emissions:**

Our carbon emissions decreased by 4% as a result of promoting virtual meetings and reducing the number of in-person events.

Social Responsibility

- **Participation on different activities**

CARE MBA is dedicated to participating in various activities that promote social, environmental, and community development. Some of the key initiatives include coastal clean-up, fun run, brigada eskwela, and tree planting.

- **Community Engagement**

A donation of P60,000.00 was given for calamity assistance, benefiting a total of 112 households. In addition, P79,000.00 was allocated for other non-insurance benefits, excluding the calamity assistance. The association also provided P155,000.00 to support 18 scholars for the School Year 2024-2025.

- **Employee Development**

The association demonstrates a strong commitment to supporting its employees by offering targeted trainings and workshops designed to enhance their knowledge and skills. That led to increase productivity and a higher level of service satisfaction, ultimately contributing to the overall success and effectiveness of the organization.

Governance Practices

- **Transparency:**

We published our Annual Report including the Annual Audited Financial Statements online and they are being distributed to our cooperative partners to ensure transparency in our operations for the benefits of our partners, members and stakeholders.

- **Board Diversity:**

The association has seven board of trustees, four of whom are male and three of whom are female. The Board of Trustees diversity encompasses differences in age, gender, experiences, educational background and profession. CARE MBA, Inc. believes that the wide range of perspective results from such diversity promotes innovation and business continuity. Managing distinction makes us more creative, flexible and competitive as a micro insurance provider.

- **Code of Ethics:**

CARE MBA, Inc. always aims to perform duties by embracing the following core/operating values:

- ✓ Commitment
- ✓ Honesty
- ✓ Teamwork
- ✓ Service Oriented and
- ✓ God Fearing

CORPORATE GOVERNANCE

We are conducting a review of our supplier contracts to ensure they align with our ethical standards, focusing on fairness and environmental impact.

The Code of Ethics and Conduct is aligned with the values of good corporate governance. Board of Trustees, officers, management and employees must obey and follow the code of ethics and conduct to fully understand and meet the expectations and requirements needed for well-managed Association.

Challenges and Areas for Improvement

- **Waste Reduction**

While we made significant progress in recycling the use of paper, we were unable to fully eliminate single-use papers from our operations. In 2025, we aim to achieve a 30% reduction in single-use papers in our office.

- **Energy Efficiency:**

Although we made improvements, our energy consumption reduction goal of 15% was not fully met. We will focus on implementing additional energy-saving measures in 2025.

- **Data Collection and Accuracy:**

Despite our best efforts to communicate with our partners and get the necessary data for our members—such as dependents, beneficiaries, birthdates, cellphone numbers, and TINs—we have only managed to collect approximately 30% of the required information. This is primarily due to the fact that their records are still lacking within their cooperative systems.

Goals for 2025

- **Reduce Energy Consumption by 15%:**

We will continue to focus on energy efficiency by installing solar panels on our office building and increasing remote working options.

- **Increase Waste Recycling Rate to 35%:**

By promoting waste segregation and introducing more efficient recycling systems, we aim to recycle 35% of all office waste by 2025.

- **Enhance Member Engagement:**

We plan to launch new programs like seminars, trainings and workshops that support member education on financial literacy and microinsurance awareness on sustainable living, financial education and importance of microinsurance, aiming to engage 500 members by 2025.

- **Data Collection and Accuracy by 40%:**

Our association aims to collect data and information from all our partners, with the goal of reaching 40% completion by 2025.

Conclusion

In 2024, Cooperative Alliance for Responsive Endeavor Mutual Benefit Association, Inc. has made important steps in sustainability, focusing on creating value for our members, reducing our environmental impact, and ensuring strong governance practices. We remain committed to continuous improvement and look forward to achieving our goals in 2025.

Anti-corruption Policy

CARE MBA, Inc. strictly enforces a "No-Gift Policy". No-Gift Policy means that the Board of Trustees, Officers and Employees shall not solicit or accept, directly or indirectly, any gift, gratuity, favor, entertainment, loan or anything of monetary value from any person in the course of their official duties or connection with any operations and transactions within the association so as not to compromise the integrity of its operations, improperly influence decision-making, avoid conflicts of interest, or any perception thereof as a result of giving and receiving gifts. This policy is upheld in all dealings with any member of the private or public sector. The Association understands that good governance is founded on full respect for the law as well as its own internal rules and regulations.

CARE MBA, Inc. deals with its Board of Trustees, Officers, Employees, Suppliers, Partners, Members and other parties at arm's length and with full transparency, in observance of established regulations and in recognition of either party's integrity.

All stakeholders, including employees, partners and members are free to communicate their concerns or complaints about illegal and/or unethical practices to the association's Board of Trustees and Internal Auditor to guarantee that all concerns and complaints are handled in an objective manner and offenders will be investigated in a fair judgment and shall have a due process in accordance with the Code of Conduct and Ethics of the association.

Whistle-blowing Policy

Whistle blowing: In this policy "Whistleblowing" means the reporting by employees, partners and members of suspected misconduct, illegal acts or failure, wrongdoing, unethical activity, corruption, fraud, bullying or failure to act within the organization.

The aim of this policy is to encourage employees and others who have serious concerns about any aspect of work to come forward and voice their concerns.

The Whistle Blowing Policy Covers the following:

- Conduct which is an offense or a breach of law (e.g. Fraud, corruption or theft)
- Disclosures related to miscarriages of justice
- Damage to the environment (e.g. green issues)
- Verbal, sexual or physical abuse of employees or other unethical conduct/behavior
- Discrimination on grounds of sex, race or disability or religion
- Professional Misconduct
- Nepotism

Complaints Handling

Any misconduct behaviors (e. g. fraud, corruption, theft, abuse, inappropriate actions, and professional misconduct) within their Association, whistle blower can freely call and give information through our telephone number, 042-373-7789 or they can visit our office anytime located at 39 Ilang-ilang St., Zabalero Subd., Brgy. Gulang-gulang, Lucena City and look for

- Mrs. Pelagia C. Mendones - General Manager and or
- Mrs. Ma. Lourdes E. Quesea - Admin and Operations Manager

Submission of complaints may be in confidence or anonymous. Proper validation of reports and maintaining the confidentiality of the whistle blower came after. Appropriate action from our Association will follow if the complaint is validated.

Social Responsibility to the Community

Social Responsibility to the Community refers to strategies that engage in Association's corporate governance that are ethical, societally friendly, and beneficial to its community and members. CARE MBA has a firm commitment to being socially responsible and accountable to itself, members and the public.

Objectives:

1. To create awareness about CARE MBA and build its good profile in the community.
2. To give back in the community the good positive way, in return to the resources.
3. To support various campaign on social, community and development issue.
4. To promote CARE MBA, Inc. its products and services by participating in different social and community activities.

CARE MBA is committed in participating on different activities that involve in social, environmental, and community development. Activities such as:

1. Tree planting
2. Coastal Clean Up
3. River Clean Up
4. Medical and Dental Mission
5. Feeding program
6. Volunteering in the Community
 - Assists in Seminars as Resource Speaker – Financial Literacy
 - Relief and Rescue Operation
7. Active participation in Inter NGO / Government Social Activities
 - Committee on Migration and Development
 - Regional Cooperative Development Council
 - Provincial Cooperative Development Council
 - City Cooperative Development Council
 - ATIKHA Foundation (OFW)
8. Gift giving

Policy on Members' Benefits

Objectives:

- To increase members' retention & loyalty
- To provide additional value to membership
- To help our Association achieve its objectives

CARE MBA, Inc. does not declare dividends to members, however pursuant to **Circular letter Number 2015-46 dated September 08, 2015, Section 2, letter d, "Dividends-** This term shall be construed to mean as any additional benefit, whether in cash or in kind, given to the members of an MBA. The term shall not be construed as dividends for Stock Corporation as defined under the Corporation Code of the Philippines and as dividends payable, if any, under a participating plan."

CARE MBA **Fund Assigned**, approved by the Insurance Commission goes directly to members benefits, through:

- Members' equity enhancement based on the status of membership (Active Inforce / MIGS)
- Scholarship Program
 - ✓ Giving Financial Assistance (**Extra Baon**) to students whose parents are active member of CARE MBA for at least two years with three children who are all studying. (link Scholarship Program)

- Additional Insurance Coverage (Free Member's Benefit Program)
 - ✓ CARE MBA enrolled members in good standing for at least two (2) years
 - ✓ Insurance coverage worth P10,000.00 with no additional premium collected from members.
- Catastrophic Insurance (life)
 - ✓ The maximum benefit of P30,000.00 and P15,000.00 for their dependents.
 - ✓ With a minimum number of casualties of 30 lives per catastrophe.
 - ✓ Reinsured to National Reinsurance Corporation of the Philippines (NATRE).
- Calamity Assistance (non-life)
 - ✓ Beneficiaries must be a member in good standing for at least one year.
 - ✓ Assist members affected by natural calamities and fortuitous events (fire, typhoon and flood).
 - ✓ Through the provision of cash assistance or relief goods.

Employees Health and Safety

CARE MBA, Inc. is committed to providing its employees with a safe and healthy place to work, and pledges its efforts to this objective.

CARE MBA believes that accidents can be prevented.

CARE MBA strives to operate its facilities safely establishing and enforcing safety rules, practices and procedures, providing safety training, encouraging the use of personal protective equipment where applicable and appropriate, and building elements of responsibility and discipline into the health and safety program.

CARE MBA, Inc. complies with all standards, regulations and codes applicable to health and safety. Although the management of CARE MBA is held accountable for the safety performance of its employees working under supervision, all employees are responsible for working safely and actively contributing to a safe work environment by reporting any potentially hazardous situations, thus protecting the life, health, safety of themselves and their fellow employees.

Management Staff

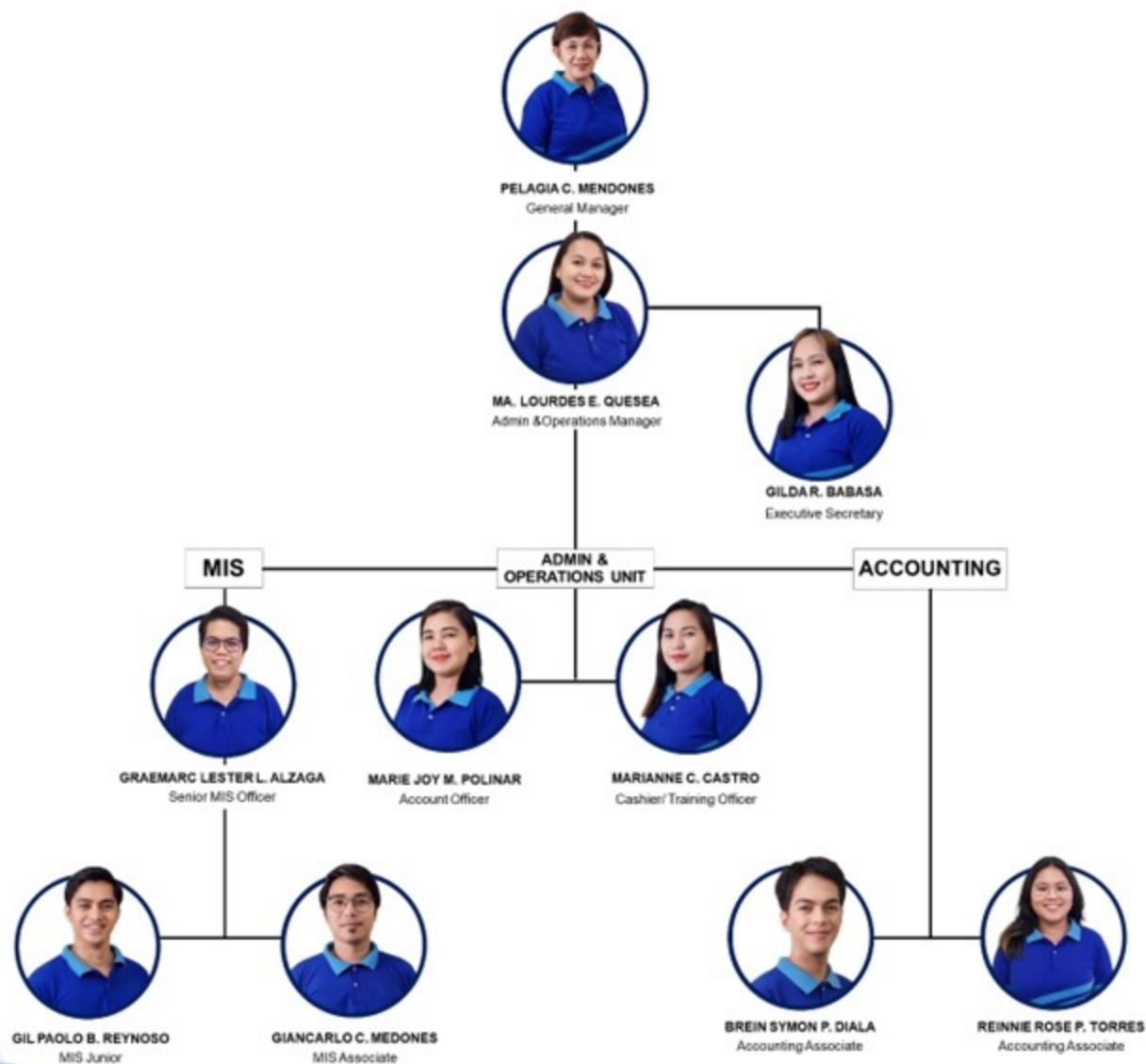
CARE MBA, Inc. is headed by its General Manager, Mrs. Pelagia C. Mendones. She is in charge of the day-to-day operations, supervises and manages the business affairs and activities of the association under the direction of the President and the Board of Trustees.

At the end of 2023, the association has ten regular employees, six of whom are female and four are male.

The basic salary is reviewed periodically by the Remuneration Committee and endorse it to the Board of Trustees for approval. Aside from the statutory benefits, employees are entitled to the following benefits:

- Mid-year Bonus
- Christmas Bonus
- Life and Accident Insurance
- Health Plan
- Bereavement Leave and Burial Assistance
- Wedding Gift

MANAGEMENT STAFF



Training and Development of Employees

Training and Development as defined shall refer to the planned efforts by the Association to facilitate the learning of job related behavior of its employees' current and future roles and responsibilities aligned with CARE MBA's goals and direction.

Training needs analysis must be conducted and training and development plan must be developed for which activities must be strategic, purposive and shall result to a positive contribution to the Association's objectives.

Trainings and Seminars Attended 2024

Name of Seminars/ Trainings	Facilitator	Date	Venue	Attendee/s
EC compensation free webinar	Dept. of Labor and Employment	Jan. 17, 2024	Videoconferencing	Ma. Lourdes E. Quesea Gilda R. Babasa
National Microinsurance Forum 2024	MIMAP	Jan. 23, 2024	Manila Hotel	Criselda R. Abuel Perseverando C. Fajardo Armiel A. Azul Paz L. Bobadilla Pelagia C. Mendones Ma. Lourdes E. Quesea Marie Joy M. Polinar
75th Insurance Commission Anniversary	Insurance Commission	Jan. 24, 2024	Phil. International Convention Center, Pasay City	Criselda R. Abuel Pelagia C. Mendones Ma. Lourdes E. Quesea
Online Investment Market Outlook Briefing	MIMAP	Mar. 04, 2024	Videoconferencing	Perseverando C.Fajardo Lucilo G. Jimenez Paz L. Bobadilla Myrna T. Salvaleon Pelagia C. Mendones Ma. Lourdes E. Quesea Graemarc Lester L. Alzaga Gilda R. Babasa Gil Paolo B. Reynoso Reinnie Rose P. Torres Mylon S. Ibarrola
Joint Consultation and Alignment Workshop of RMSI	RMSI	March 15, 2023	Orchid Garden Suites, Malate, Manila	Pelagia C. Mendones Gilda R. Babasa
Cyber Hygiene Best Practices for Organizations	MIMAP	March 19, 2024	Videoconferencing	Graemarc Lester L. Alzaga Gil Paolo B. Reynoso

CORPORATE GOVERNANCE

Trainings and Seminars Attended 2024

Name of Seminars/ Trainings	Facilitator	Date	Venue	Attendee/s
Text Blast Training	MIMAP	April 05, 2024	Videoconferencing	Pelagia C. Mendones Ma. Lourdes E. Quesea Graemarc Lester L. Alzaga Marianne C. Castro Gil Paolo B. Reynoso Mylon S. Ibarrola
Annual Statement Workshop	MIMAP	April 16 & 17, 2024	Videoconferencing	Maria Victoria A. Abrigo Mary Altrese A. Panganiban Graemarc Lester L. Alzaga Brein Symon P. Diala Reinnie Rose P. Torres
Corporate Governance Scorecard for Insurance Companies Workshop	Institute of Corporate Directors	April 23 & 24, 2024	Videoconferencing	Gaudioso A. Lavadia Mary Juliet D. R. Labitigan Pelagia C. Mendones Gilda R. Babasa
Empowering Transitions: “Mastering Decisions, Shaping Legacies and Building Your Next Chapter”	Lucena City Development Council	May 02, 2024	St. Jude Coop Hotel & Event Center	Armiel A. Azul Pelagia C. Mendones Ma. Lourdes E. Quesea
Study Tour	AOA of the ICMIF	May 19 – 24, 2024	Tokyo, Japan	Criselda R. Abuel Pelagia C. Mendones Ma. Lourdes E. Quesea
Training of Trainers (TOT) on Financial Education	Bangko Sentral ng Pilipinas	June 04 – 06, 2024	Bangko Sentral ng Pilipinas Building, Lucena City	Paz L. Bobadilla Marie Joy M. Polinar Reinnie Rose P. Torres
Claims Management Masterclass	MIMAP	June 25, 2024	Videoconferencing	Graemarc Lester L. Alzaga Marie Joy M. Polinar Brein Symon P. Diala
Crash Course on Business Continuity Program	MIMAP	June 26, 2024	Medical Plaza Bldg., Pasig City	Pelagia C. Mendones Gilda R. Babasa
Cyber Security Workshop	MIMAP	June 28, 2024	Videoconferencing	Graemarc Lester L. Alzaga Gil Paolo B. Reynoso Brein Symon P. Diala Reinnie Rose P. Torres

CORPORATE GOVERNANCE

Trainings and Seminars Attended 2024

Name of Seminars/ Trainings	Facilitator	Date	Venue	Attendee/s
Tax Briefing for TAMPTaxpayers and EFPS Enrollment and Compliance & EOPT	BIR Revenue District Office No. 3	August 01, 2024 @ 10:00 a. m. onwards	Videoconferencing	Ma. Lourdes E. Quesa Brein Symon P. Diala Reinnie Rose P. Torres
BIR Webinar on Cooperatives & Association and EOPT Law	BIR Revenue District Office No. 3	August 01, 2024 @ 2:00 p. m. onwards	Videoconferencing	Brein Symon P. Diala Reinnie Rose P. Torres
Management Forum: Performance, Compliance, Risks	MIMAP	August 28 – 30, 2024	NSCC Plaza Hotel and Convention Center, Caoayan, Ilocos Sur	Criselda R. Abuel Paz L. Bobadilla Pelagia C. Mendones Ma. Lourdes E. Quesa Gilda R. Babasa Brein Symon P. Diala Reinnie Rose P. Torres
8th Annual Technical Forum	NATRE	September 13, 2024	New World Hotel	Pelagia C. Mendones Ma. Lourdes E. Quesa
Compliance Learning Circle	MIMAP	September 24, 2024	Videoconferencing	Pelagia C. Mendones Ma. Lourdes E. Quesa Gilda R. Babasa Brein Symon P. Diala Reinnie Rose P. Torres
Good Governance and AMLA Workshop for Mi- MBAs	MIMAP	October 28 – 30, 2024	Astoria Plaza, Ortigas Center, Pasig City	Atty. Joycee M. Sio Ma. Lourdes E. Quesa
Know Your Money and 1st Polymer Piso Training	QFUC in Partnership with Bangko Sentral ng Pilipinas	November 08, 2024	BSP Lucena Branch Conference Room, Lucena City	Marianne C. Castro

Policy Review

The Corporate Governance Committee is responsible for reviewing the policies and manuals of CARE MBA, Inc. These evaluations are conducted during the committee's quarterly meetings to assess whether the policies remain relevant and effective. Any reviewed policies are subsequently presented to the Board of Trustees during their regular meetings for approval.

The review of the association's vision and mission is the responsibility of the Board of Trustees. This evaluation is necessary to determine whether the mission and vision remain applicable and if the association has effectively achieved its targeted goals.

For the year 2024, the board of trustees unanimously agreed and approved to maintain the current vision and mission statements of CARE MBA, Inc.

Code of Ethics and Conduct Aligned With Good Corporate Governance

Code of Ethics and Conduct Aligned with Good Corporate Governance CARE MBA, INC., through its General Assembly, has a Code of Ethics and Conduct for Board of Trustees, officers, employees and members. Members of the Board of Trustees of CARE MBA, Inc. are committed to observing and promoting the highest standards of ethical conduct in the performance of their responsibilities on the board. To establish a set of principles and practices of CARE MBA, Inc. the Board of Trustees will set parameters and provide guidance and direction for board conduct and decision-making.

CARE MBA's Board of Trustees, Management, Staff and General Membership are committed to the principles and best practices of good corporate governance including, transparency, accountability and security. Board of Trustees, officers and employees of CARE MBA are well disciplined and committed. Fairness is also being practiced inside and outside the Association. We provide the processes, rules and regulations to our partners and members with regards to financial and operations of our Association.

This Code of Ethics and Conduct is aligned with the values of good corporate governance. Board of Trustees, officers, management and employees must obey and follow the code of ethics and conduct to fully understand and meet the expectations and requirements needed for well-managed Association.

Commitment to Good Corporate Governance

The Board of Trustees, Management (Officers and Staff) of Cooperative Alliance for Responsive Endeavor Mutual Benefit Association (CARE MBA), Inc. is deeply committed to upholding the principles of good corporate governance. This commitment is embedded across all levels of the association, starting from the leadership to the staff and is central to the way we operate. In 2024, our emphasis has been on improving transparency, accountability, diversity, and inclusion, ensuring that our governance framework supports both the short-term and long-term success of CARE MBA, Inc.

This Annual Report contains transparency and accountability that reflects the association's outputs, accomplishments and achievements within the previous year-2024 and accept that it will serve as a guide in the attainment of its corporate goals.



14th ANNUAL GENERAL MEETING

THEME: "BUILDING STRONGER PARTNERSHIP
THROUGH MICROINSURANCE"





15th ANNIVERSARY



CONTINUING EDUCATION AND TRAINING OF THE BOARD OF TRUSTEES



ACTIVITY	VENUE	DATE
National Microinsurance Forum 2024	Manila Hotel	Jan. 23, 2024



ACTIVITY	VENUE	DATE
Corporate Governance Scorecard for Insurance Companies Workshop	Videoconferencing	April 23 & 24, 2024



ACTIVITY	VENUE	DATE
Empowering Transitions: "Mastering Decisions, Shaping Legacies and Building Your Next Chapter"	St. Jude Coop Hotel & Event Center	May 02, 2024

CONTINUING EDUCATION AND TRAINING OF THE BOARD OF TRUSTEES



ACTIVITY	VENUE	DATE
Training of Trainers (TOT) on Financial Education	Bangko Sentral ng Pilipinas Building, Lucena City	June 04 – 06, 2024



ACTIVITY	VENUE	DATE
Management Forum: Performance, Compliance, Risks	NSCC Plaza Hotel and Convention Center, Caoayan, Ilocos Sur	August 28 – 30, 2024



ACTIVITY	VENUE	DATE
Good Governance and AMLA Workshop for Mi-MBAs	Astoria Plaza, Ortigas Center, Pasig City	October 28 – 30, 2024

SOCIAL RESPONSIBILITY TO THE COMMUNITY



International Coastal Clean-up

Through the leadership of Lucena City Development Council, in collaboration with Lucena City Disaster Risk Reduction and Management Council, CARE MBA INC. actively participated in the International Coastal Clean-up in Brgy. Talao-talao on September 21, 2024.

The initiative aimed to restore the authentic nature of Talao-Talao Beach by removing plastic and other non-biodegradable waste from the shoreline. Over the course of nearly two hours, our team successfully collected almost 50 kilograms of waste, which was carefully segregated into two sacks for proper disposal.

Following the clean-up, all necessary documentation was submitted to the event organizers. This project represents our ongoing commitment to social responsibility to the community and environmental conservation.

CARE MBA, Inc. is proud to contribute to the well-being of the community and look forward to participating in more activities of this kind in the future.

SOCIAL RESPONSIBILITY TO THE COMMUNITY



CARE MBA, Inc. Participates in Brigada Eskwela for SY 2024-2025

As part of our ongoing commitment to social responsibility to the community, CARE MBA, Inc. proudly participated in the Brigada Eskwela for the school year 2024-2025. This initiative aimed to support public elementary and high schools in preparing for the upcoming academic year by donating essential school supplies and cleaning materials.

The recipients of our support included:

- Casa del Niño Jesús de Tayabas
- Casa del Niño Jesús de Pagbilao
- Zaballero Elementary School
- Gulang-Gulang National High School
- Lucena City National High School

We extend our heartfelt gratitude to our partners and members for their continuous and unwavering support to our association. Your dedication makes projects like this possible and helps us make a positive impact in the community.

CALAMITY ASSISTANCE



Fire Assistance to Non-Members

The year 2024 began with an unfortunate event as a fire broke out on Osmeña St., Brgy. 1, Lucena City. Several houses within the block were completely destroyed, leaving the victims devastated as they welcomed the new year.

CARE MBA, Inc. responded swiftly to provide essential items such as rice, noodles, canned goods, bedding, coffee, sugar, clothes, soap, shampoo, and other necessities to the fire victims. We extended our support even to those who are non-members. A total of 18 households benefited from this fire assistance, receiving the mentioned essentials. Among them, two are members in good standing, who received an additional cash allowance as recognition for their active membership in our association.

We are praying for the immediate healing and recovery of the affected families and hope that such a disaster will not happen again in their lifetime.

SCHOLARS



Scholarship

The CARE MBA, Inc. Scholarship Program was launched in 2018, pioneering two college students, five senior high school students, and five junior high school students, totaling twelve recipients who were provided with extra baon in its first year.

This initiative is designed to encourage our members to actively pay their monthly contribution. Members in good standing for at least two years from our cooperative partners, with a membership base of over 500 and with at least three children studying simultaneously, will be eligible to apply for the scholarship.

Six years later, the program has supported a total of thirty six scholars with a sum of P732,000.00 awarded, twelve of whom have successfully graduated with their college degrees.

Our association would like to express our sincere thanks to our members for their unwavering support in making this program a success. We are anticipating to expand the number of scholars in the future and continue to help our young students achieve their dreams.



ACTIVITIES

GENERAL ASSEMBLIES



VENUE	DATE
St. Jude Multi-Purpose Cooperative	March 17, 2024



VENUE	DATE
FARMERS Multi-Purpose Cooperative	March 31, 2024

VENUE	DATE
MIMAP	March 23, 2024



VENUE	DATE
QPGOE Multi-Purpose Cooperative	March 15, 2024

VENUE	DATE
LUCBAN GENESIS	March 23, 2024



VENUE	DATE
RHUDARDA Multi-Purpose Cooperative	March 15, 2024

VENUE	DATE
PEARLS Multi-Purpose Cooperative	March 23, 2024

ACTIVITIES



ACTIVITY	VENUE	DATE
Meeting with KEZAR & MIMAP	CARE MBA, Inc.	January 16, 2024



ACTIVITY	VENUE	DATE
Insurance Commission Anniversary	PICC	January 24, 2024



ACTIVITY	VENUE	DATE
Pre- Valentines Celebration	Kristeta, Lucena City	February 9, 2024

ACTIVITIES



ACTIVITY	VENUE	DATE
DSWD Orientation	Governor's Office, Lucena City	February 19, 2024



ACTIVITY	VENUE	DATE
Coop Visitation: Marinduque	Boac & Sta. Cruz, Marinduque	March 8 - 9, 2024



ACTIVITY	VENUE	DATE
Management Forum	Caoayan, Ilocos Sur	August 28 – 30, 2024

ACTIVITIES



ACTIVITY	VENUE	DATE
Koop Fun Run	Lucena City	October 13, 2024



ACTIVITY	VENUE	DATE
Anti Money Laundering Act Workshop	Astoria Plaza - Ortigas, Pasig City	October 28 – 30, 2024



ACTIVITY	VENUE	DATE
Team Building at Torres Farm	Naic, Cavite	November 22, 2024

ACTIVITIES



ACTIVITY	VENUE	DATE
Manager's League Christmas Party	St. Jude Hotel	December 4, 2024



ACTIVITY	VENUE	DATE
Abuyon Laksay Aral	CARE MBA, Inc.	December 6, 2024



76th ANNIVERSARY OF INSURANCE COMMISSION

We are deeply grateful for the recognition and we are honored to receive the award, acknowledging the contribution of CARE MBA, Inc. to nation building, particularly by uplifting the financial protection of Filipinos, through the strong, sustainable and globally competitive operation of Mutual Benefit Association business.

Thank you Insurance Commission for this prestigious recognition, and we look forward to continued growth and success together.

Happy 76th Anniversary!

MANAGEMENT STAFF



LOYALTY AWARDEES



15 YEARS

MA. LOURDES E. QUESEA

Admin & Operations Manager



5 YEARS

GIANCARLO C. MENDONES

MIS Associate



5 YEARS

GIL PAOLO B. REYNOSO

MIS Junior

KALINGANG SIGURADO

Nagsisimulang sumikat ang Haring Araw,
Kasabay ng mga pangarap na palaging tanaw.
Ikaw, ako, tayo, nais makasegurong
Andito kaming CARE MBA kumakalinga sa inyo

Mga adhikain ay magkasamang tutuparin,
Serbisyo at benepisyo, walang alinlangang ibibigay sa inyo
Umulan o bumagyo man, andito ang CARE MBA
Kalingang sigurado, pamilya ninyo'y protektado

Chorus:

Sabay-sabay, sama-sama,
Uunlad ang bawat isa
Basta kapit-bisig, walang bibitaw
Biyayang nag-uumapaw ay makakamtan
Mula sa CARE MBA, kalingang sigurado, pamilya ninyo'y protektado

Bridge:

Sa pagsilay ng Buwan,
Sa dilim magliliwanag.
Dahil andito kami kanga, kaagapay, karamay ninyo
Sa anumang oras palaging andiyan
Kalingang Sigurado, Pamilyang Protektado, hindi ka pababayaan (sa CARE MBA!)

Chorus:

Sabay-sabay, sama-sama,
Uunlad ang bawat isa
Basta kapit-bisig, walang bibitaw
Biyayang nag-uumapaw ay makakamtan
Mula sa CARE MBA, kalingang sigurado, pamilya ninyo'y protektado 2x

Biyayang nag-uumapaw ay makakamtan
Mula sa CARE MBA, kalingang sigurado, pamilya ninyo'y protektado



CAREMBA, Inc. ANNUAL REPORT | 2024

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