



**Board Resolution No. 36
Series of 2021**

APPROVING THE CHRISTMAS BONUS TO KMBA EMPLOYEES

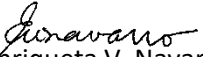
Upon motion, duly seconded, the Board of Trustees, in a regular meeting held on December 21, 2021, where a quorum is present, adopted the following resolution:


WHEREAS, to recognize the employees' disposition of enthusiasm and appreciation in their work despite the working condition and the financial impact that the pandemic has brought the organization, a proposed Cash Gift is recommended by the management;


WHEREAS, the KSOs agreed a proposal of a year-end Cash Gift amounting to Fifteen Thousand (Php 15,000.00) Pesos per employee;


NOW THEREFORE, the foregoing premises considered, the Board of Trustees **RESOLVED** to approve the Christmas Bonus to KMBA employees amounting to Fifteen Thousand (Php 15,000.00) Pesos each or a total of One Hundred Fifty Thousand (Php 150,000.00) Pesos.

Adopted this 21st of December, 2021 in Quezon City, Philippines by the affirmative vote of the undersigned members representing a majority of the trustees of KMBA, Inc.

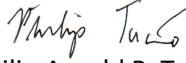

Enriqueta V. Navarro
President


Alma D. Gilbaliga
Vice-President


Marlin C. Perez
Member


Teresita D. Padel
Treasurer


Jeronima C. Teodoro
Member


Philip Arnold P. Tuaño
Independent Board


Atty. Maria Cleofe Gettie C. Sandoval
Independent Board

Attested by:


Jonalyn T. Andres
Board Secretary