



RULES AND REGULATIONS FOR THE 2026 PESLAI ELECTION

For the information and guidance of the candidates and the members of the PESLAI in the forthcoming election for the members of the Board of Trustees and Officers of PESLAI to be held on **31 July 2026, 8:00 a.m. until 01 August 2026, 12:00 noon**, Philippine time (Voting Period), the Board of Trustees and the 2026 PESLAI Election Committee (PEC) hereby promulgate the following rules and regulations:

A. POSITIONS TO BE FILLED UP

The following positions will be elected in the 2026 PESLAI Election: Chairman, Vice Chairman, Treasurer, Corporate Secretary, Auditor, and two (2) Independent Trustees.

B. QUALIFICATIONS FOR ELECTIVE POSITIONS

Any member of PESLAI who has the following qualifications and none of the disqualifications under the PESLAI By-Laws can be a candidate for any of the above-mentioned positions:

- 1) A member of PESLAI for at least five (5) years prior to the first day of the election, **31 July 2026**;
- 2) Not delinquent/past due in the payment of their accounts with PESLAI as of the Filing Period;
- 3) Has sufficient time and willingness to perform their duties for the position filed for;
- 4) Not convicted of any administrative case decided by the Administrative and Adjudication Office/Board of PNB or any of its subsidiaries/congenerics with at least a penalty of suspension, as of the filing of the Certificate of Candidacy (COC).
- 5) Not elected or appointed officer of any savings and loan association or any other association or organization within the PNB Group that is registered with the Securities and Exchange Commission (SEC) and whose By-laws prohibit director/s or officer/s from serving multiple positions in other associations or organizations, unless they relinquished their position/s at least six (6) months prior to the filing of their COC;
- 6) Has attended and completed a seminar on Corporate Governance accredited by BSP;
- 7) Such other qualifications/disqualifications provided under the MORNBF and SEC Rules and Regulations, and other pertinent laws.
- 8) Has filed a sworn COC within the Filing Period. A candidate shall not be allowed to file more than one (1) COC containing other position/s.

C. FILING OF CERTIFICATE OF CANDIDACY

Filing of the COC shall start on **15 July 2026, at 8:00 a.m. and will close on 17 July 2026 at 4:00 p.m.**, Philippine Time (Filing Period) at the PESLAI Election Committee Office (PEC Office), through the PESLAI Office located at the 2nd Floor, PESLAI Office, PNB Financial Center, Pres. Macapagal Boulevard, Pasay City. Filing may be made personally to the PEC Office or through e-mail to the PEC gmail address peslai.elecom2026@gmail.com; provided that, the original notarized COC should be sent to the PEC at the soonest possible time from the date of filing.

The candidates should include in the COC their complete name, including the position they intend to run for and other required information therein.

Upon receipt of the notarized COC, the same shall be stamped "Received" by the PEC's deputized representative/s designated to receive the certificates indicating therein the date and time of receipt thereof.

D. QUALIFICATION OF VOTERS

Any member of PESLAI who has paid his membership fee and the required initial contribution as of **30 June 2026** and remains in good standing as of the Voting Period is eligible to vote in the election. The vote of any member who ceased to become a member of the PESLAI for whatever reason as of the Voting Period will be excluded in the final tally of votes.

To be able to vote, the member shall submit to the PESLAI Office his/her email address not later than **15 July 2026**.

A list of qualified voters shall be published in the PESLAI Website and at its office, as well as in other places designated by the PEC.

E. PRE-ELECTION CAMPAIGN CONFERENCE

The official List of Candidates shall be posted via the PESLAI Website and in other places designated by the PEC

A Pre-election Campaign Conference between the members of the PEC and the official candidates shall be held on **19 July 2026, at 4:00 pm**, Philippine Time, personally or via video conferencing (e.g. Microsoft Teams, Zoom or Google Meet) or at any other date and time designated by the PEC, for the information and guidance of the candidates on the new election and campaign rules.

F. CAMPAIGN PERIOD AND CONDUCT OF CAMPAIGN

"Campaign Period" shall begin on **20 July 2026 (12:00 a.m.) up to 29 July 2026 (11:59 p.m.)**, Philippine time. Candidates and their supporters shall be guided by the following:

- 1) Campaigning using PNB email addresses and websites, including its computers and other facilities and services is strictly prohibited.

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- 2) The candidates and their supporters may conduct election campaigns during the Campaign Period through social media. They can also campaign in person at the offices of PNB, its subsidiaries and congeners and may distribute sample ballots, lists of candidates, pamphlets, leaflets, cards, stickers and other printed materials, subject to the prior permission of PNB Management and its existing rules and regulations.
- 3) Giving of money or any items to voters by candidates or their supporters during the Campaign Period until the Voting Period is strictly prohibited. However, candies can be given, only during the Campaign Period.
- 4) Posters of candidates and other campaign materials shall be posted only at the PESLAI Office premises and other places as the PEC may designate. Use of cloth, paper, cardboard or any campaign material should not exceed 8.5 inches by 11 inches. Removal, destruction or defacement of election propaganda by any person, any candidate or his supporters are prohibited. Only PEC is empowered to remove all posters and election materials in violation of this rule.
- 5) Any form of campaigning beyond the Campaign Period is prohibited.
- 6) Any act of the candidate or his/her supporters which will disrupt the conduct of a free and orderly/honest election is prohibited.
- 7) Candidates and supporters are enjoined to comply with the Building Administrator/PNB Holdings, PNB policies, rules and regulations regarding the use of bank facilities and premises.

ANY VIOLATION OF THE ABOVE RULES AND REGULATIONS SHALL BE A GROUND FOR DISQUALIFICATION OF THE CONCERNED CANDIDATE AFTER DUE PROCESS.

G. MANNER/CONDUCT OF ELECTION

1. The 2026 PESLAI Election shall be held during the Voting Period via remote or online voting using a secure clickable electronic ballot (the "Electronic Ballot"). The Electronic Ballot shall be linked to the registered email address of all eligible members whose email account is duly registered with the PESLAI Office. The conduct of the election shall be under the direct control and supervision of the PEC, with the assistance of independent IT Consultants. Each registered email address shall receive a **unique link** from the official PEC email containing the Electronic Ballot, which may be used only once by the voting member. The link shall be available from 8:00 a.m. on 31 July 2026, until 01 August 2026, 12:00 noon, Philippine time.

Once the link is accessed, each voting member must log in using their designated credentials, consisting of their Employee Number and corresponding Special Password. These credentials will be provided in the email instructions issued to each registered member-voter's email address.

Upon submission of the electronic ballot, the voter will no longer be allowed to cast another vote. Only the first successfully submitted entry shall be considered valid.

Upon selecting their preferred candidates, the voter shall be provided with a summary of the selected options.

2. In the event that the voting link cannot be located in the voting member's primary email inbox, the members are advised to check the Promotions, Social, Spam, and other folders or categories in their email account.

4. The PEC shall monitor, validate and account the email addresses of members who have cast their votes in the election.

5. In extraordinary circumstances, the PEC retains the authority to adjust or extend the election period as deemed necessary, with the approval of the Board of sTrustees.

H. MONITORING OF BALLOTS/VOTES CAST

Vote counting will be carried out through a fully automated system developed by independent IT programmers. This system securely records and tallies votes in real time upon the successful submission of each electronic ballot during the Voting Period. Throughout election day, the PEC will continuously oversee and monitor the entire voting process.

Onsite monitoring of the election process by candidates and their supporters shall be regulated and controlled by the PEC, in accordance with the safety, health and security protocols enforced by the PNB Holdings, PNB Building Administrator and PNB Management.

PEC shall release a Partial Report of the vote tally of votes on 02 August 2026 not later than 3:00 p.m., through the designated posting channels such as the PESLAI bulletin board, PESLAI website and PEC Official Facebook page. However, the Final Report of the tally of Votes garnered by the candidates in the 2026 Election shall be released and published by the PEC through the PESLAI Website and the PEC official email only after the completion of the final tally and validation of all votes cast.

The PEC reserves the right to conduct manual counting of votes for compelling and urgent reasons.

I. VALIDATION OF BALLOTS

1. Access to the election system/programs and database shall be restricted exclusively to the PEC and its duly authorized representatives.
2. The PEC shall oversee, monitor, and validate all ballots submitted electronically by utilizing the voters' database and unique voter credentials — including employee names, employee numbers, time stamps, and individualized security details assigned to each member. The PEC shall ensure that every vote is duly cast, properly recorded, and accurately counted.
3. The PEC shall provide PESLAI with the list of its members who have cast their votes in the election for purposes of granting the corresponding refreshment allowance.

J. MANNER IN DECIDING A TIE

Whenever two (2) or more candidates for a position obtain the same number of votes, the tie shall be resolved by drawing lots or by coin toss, as may be agreed upon by the candidates, which shall be held after reasonable notice from the PEC, but not later than 12:00 o'clock noon of the third (3rd) day from the date of final canvassing and validation.

The same procedures shall be applied in the event of a tie between two (2) or more candidates for the 2nd place in the position of Director.

K. PROTEST, DISQUALIFICATION, AND RECOUNT

Should there be any protest, petition for disqualification or request for manual counting, the following procedures shall be strictly observed:

- 1) All protests and petitions shall be made in writing, signed and under Oath by the protestant/petitioner-candidate himself/herself and must be filed with the PEC on or before 12:00 o'clock noon of the third (3rd) day from the date of final canvassing and validation.
- 2) Such protest or petition shall contain a bill of particulars of the matters being protested or complained of.
- 3) No protest or petition shall be acted upon by the PEC unless the protestant petitioner candidate has paid a non-refundable protest or petition fee of Php25,000.00. In the case of a petition for recount, the protestant shall likewise shoulder the costs of the recount to be determined by the PEC. All such costs and fees for the recount shall be paid to the PEC before the scheduled date of the recount as set by the PEC, otherwise, no recount shall be conducted.

L. PROCLAMATION OF WINNING CANDIDATES

The proclamation of the winning candidates shall be made after the validation of all votes. In the event that no valid protest or petition is received by the PEC within the prescribed period, or upon resolution of any protest is resolved, the candidate/s obtaining the highest number of votes in the position they are vying for shall be proclaimed elected by the PEC.

In the event that a candidate duly declared and elected after having been proclaimed by the PEC, terminates his/her membership from PESLAI or becomes permanently disabled or is disqualified as to prevent him/her from exercising the duties and functions of his/her office within five (5) days from proclamation or disqualification, as the case may be, the candidate for the position where the vacancy arises obtaining the next highest number of votes shall succeed to take the former's place.

THE DECISION OF THE ELECTION COMMITTEE ON ANY AND ALL MATTERS AFFECTING THE CONDUCT OF THE ELECTION, ELECTION RETURNS AND ELECTION CONTESTS SHALL BE FINAL AND EXECUTORY.

Adopted this 30th day of June, 2026 in Pasay City, Metro Manila.

**PNB EMPLOYEES SAVINGS &
LOAN ASSOCIATION, INC. (PESLAI)**

THE PESLAI ELECTION COMMITTEE

By:

ATTY. EDUARDO JOSEPH F. REYES, Chairman

RICO B. ROMA, Chairman

MELANDREW R. SEVERINO, Member

JOVEN F. MAABA, Member