

Evaluation Forms

BOARD MEMBER SELF-EVALUATION

NAME:

I. RATING

Instructions: Please rate each measure below, using the rating system of:
5 – Ideal state
4 – Near ideal state but with room for improvement
3 – Meets all minimum regulatory/ governance requirement
2 – Substantially meets most regulatory/ governance requirement
1 – Needs immediate improvement

A. INDIVIDUAL CHARACTERISTICS AS A BOARD MEMBER	1	2	3	4	5
1 Strategic vision					
2 Ability to work in a team					
3 Time availability					
4 Commitment					
5 Ability to ask tough questions and defend his/her ideas in all circumstances					
6 Adequate advanced preparation for Board meetings					
7 Corporate Governance knowledge					
8 Knowledge and alignment to the values and culture of the Company					
9 Intellectual independence					
10 Ability to deal with different points of view to reach a conclusion/consensus					
11 Understanding of the business sector					
12 Contribution to the group/value added					
13 Communication abilities					
14 Continuous self-education and development					

Please write down any other comments you may have in relation to the foregoing.

BOARD COMMITTEE EVALUATION

NAME:
COMMITTEE/S:

RATING

Instructions: Please rate each measure below, using the rating system of:

- 5 – Ideal state
- 4 – Near ideal state but with room for improvement
- 3 – Meets all minimum regulatory/ governance requirement
- 2 – Substantially meets most regulatory/ governance requirement
- 1 – Needs immediate improvement

I. COLLECTIVE BOARD COMMITTEE RATING					
	1	2	3	4	5
1 Fulfills its duties and responsibilities as embodied in its Committee charter					
2 Able to access information necessary to perform its functions					
3 The meeting agenda is covered as planned and time keeping is a concern of all directors					
4 The participation of directors is balanced					
II. THE CHAIRPERSON'S ROLE					
	1	2	3	4	5
1 Leadership					
2 Commitment with the well-functioning of the Committee					
3 Independence and ability to align interest in order to reach a consensus					
4 Constructive relationship with the Committee members and guidance to CEO					
5 Consider all Stakeholders interests					
6 Ability to coordinate group discussions and dynamics					
<i>Please write down any other comments you may have in relation to the foregoing.</i>					

PRESIDENT'S EVALUATION

NAME:

Instructions: Carefully read each item and check the box that best describes your performance as President on a scale of 1 to 5, 5 being the highest.

DUTIES AND RESPONSIBILITIES

Do you find that as President, you have effectively:

		1	2	3	4	5
1	Determined the Corporation's strategic direction and formulate and implement its strategic plan on the direction of the business					
2	Communicated and implemented the Corporation's vision, mission, values and overall strategy and promote any organization or stakeholder change in relation to the same					
3	Overseen the operations of the Corporation and manage human and financial resources in accordance with the strategic plan					
4	Has a good working knowledge of the Corporation's industry and market and keep up-to-date with its core business purpose					
5	Directs, evaluates and guides the work of the key officers of the Corporation					
6	Manages the Corporation's resources prudently and ensure a proper balance of the same					
7	Provides the Board with timely information and interface between the Board and the employees					
8	Builds the corporate culture and motivate the employees of the Corporation					
9	Serves as the link between internal operations and external stakeholders					
10	Sees that all orders and resolutions of the Board are carried into effect					
11	Submits to the Board as soon as possible after the close of each fiscal year, and to the stockholders at the annual meeting, a complete report of the operations of the Corporation for the preceding year, and the state of its affairs					
12	Reports to the Board from time to time all matters within his knowledge which in the interest of the Corporation may require to be brought to the Board's notice					

Please write down any other comments you may have in relation to the foregoing.

CHIEF COMPLIANCE OFFICER PERFORMANCE EVALUATION

NAME:

RATING

Instructions: Please rate each measure below, using the rating system of:

E – Excellent

EE – Exceed Expectations

ME- Meets Expectations

BE- Below Expectations

FUNCTIONAL RESPONSIBILITIES	E	EE	ME	BE
1 Monitors, reviews, evaluates and ensures the compliance by the Corporation, its officers and directors with the relevant laws, rules and regulations and all governance issuances of regulatory agencies				
2 Reports the matter to the Board if violations are found and recommends the imposition of appropriate disciplinary action				
3 Ensures the integrity and accuracy of all documentary submissions to regulators				
4 Collaborates with other business units and/or other departments to properly address compliance issues, which may be subject to investigation				
5 Identifies possible areas of compliance issues and works towards the resolution of the same				
6 Ensures the attendance of Board members and key officers to relevant trainings				

Please write down any other comments you may have in relation to the foregoing.

CHIEF AUDIT EXECUTIVE PERFORMANCE EVALUATION

NAME:

RATING

Instructions: Please rate each measure below, using the rating system of:

E – Excellent

EE – Exceed Expectations

ME - Meets Expectations

BE- Below Expectations

FUNCTIONAL RESPONSIBILITIES	E	EE	ME	BE
1 Periodically reviews the Internal Audit Charter and presents it to Senior Management and the Audit Committee for approval				
2 Establishes a risk-based internal audit plan, including policies and procedures, to determine the priorities of the internal audit activity, consistent with the organization's goals				
3 Communicates the internal audit activity's plans, resource requirements and impact of resource limitations, as well as significant interim changes, to Senior Management and the Audit Committee for review and approval				
4 Spearheads the performance of the internal audit activity to ensure it adds value to the organization				
5 Reports periodically to the Audit Committee on the internal audit activity's performance relative to its plan				
6 Presents findings and recommendations to the Audit Committee and gives advice to Senior Management and the Board on how to improve internal processes				

Please write down any other comments you may have in relation to the foregoing.

CHIEF RISK OFFICER PERFORMANCE EVALUATION

NAME:

RATING

Instructions: Please rate each measure below, using the rating system of:

E – Excellent

EE – Exceed Expectations

ME- Meets Expectations

BE- Below Expectations

FUNCTIONAL RESPONSIBILITIES	E	EE	ME	BE
1 Supervises the entire Enterprise Risk Management (ERM) process and spearheads the development, implementation, maintenance and continuous improvement of ERM processes and documentation				
2 Communicates the top risks and the status of the implementation of risk management strategies and action plans to the Risk Oversight Committee				
3 Collaborates with the President in updating and making recommendations to the Risk Oversight Committee				
4 Suggests ERM policies and related guidance, as may be needed				
5 Provides insights on the effectiveness of risk management processes, risk measures and established risk policies and procedures				
<i>Please write down any other comments you may have in relation to the foregoing.</i>				