

Annual Board Evaluation

Period Covered: 2024



Name: _____

Instructions: Carefully review each item. Using a scale of 1 to 5, 5 being the highest; rate each item as it pertains to the Collective Board.

I. COLLECTIVE BOARD RATING

A. BOARD COMPOSITION

Does the Board have a suitable mix of:

1 2 3 4 5

1. Balance / Diversity (i.e., gender, age, ethnicity, culture, skills, competence and knowledge)

2. Knowledge / Competencies

3. Qualifications / Background / Experience

Kindly provide comments on why you've rated the above as such. Other comments are also welcome.

B. BOARD EFFICIENCY AND PERFORMANCE

Are you satisfied with the Board's:

1 2 3 4 5

1. Overall performance

2. Oversight over Management's activities

3. Discussions on short term goals

4. Discussions on long term goals

5. Discussions on business strategies and plans

6. Discussions on risks

7. Discussions on regulation

8. Follow-up of business plans, strategies, objectives and budget

9. Promotion of good corporate governance principles, policies and mechanisms

10. Promotion of continuing education and/or training

Kindly provide comments on why you've rated the above as such. Other comments are also welcome.

C. BOARD MEETINGS AND PARTICIPATION

1 2 3 4 5

1. Board meetings are held frequently enough to ensure effective governance

2. Board members are given the chance to fully and positively participate in discussions

3. Board members are provided meeting agendas and supporting materials with sufficient time for advance review

4. Board members are provided easy and timely access to information or inputs

5. Board members make efficient use of the time allocated for each meeting

Kindly provide comments on why you've rated the above as such. Other comments are also welcome.

Instructions: Carefully review each item. Using a scale of 1 to 5, 5 being the highest; rate each item as it pertains to the Board Committees.

II. BOARD COMMITTEES

A. INDIVIDUAL BOARD COMMITTEE PERFORMANCE

Rate the overall committee performance for the covered period.

	1	2	3	4	5
1. Audit and Related Party Transactions Committee					
2. Board Risk Committee					
3. Corporate Governance Committee					

Kindly provide comments on why you've rated the above as such. Other comments are also welcome.

B. COLLECTIVE BOARD COMMITTEE RATING

Do you agree that:

	1	2	3	4	5
1. Board Committees are the right size and composition relative to their specific functions.					
2. Board Committees adopted are appropriate considering the size and needs of the Company.					
3. Board Committee membership maximizes each directors' relevant expertise and strength/s.					
4. Board Committees regularly provide reports to the Board on matters that may require Board action.					
5. Board Committees meet frequently enough to be able to perform their respective functions.					

Kindly provide comments on why you've rated the above as such. Other comments are also welcome.

III. INDIVIDUAL DIRECTOR'S SELF-RATING

Instructions: Carefully review each item. Using a scale of 1 to 5, 5 being the highest; rate your individual performance as a board member.

	1	2	3	4	5
1. INDEPENDENCE. Were you able to exercise independent judgment, and in effect, view each problem/situation objectively?					
2. PARTICIPATION. Were you able to actively participate in Board/Board Committee discussions, and advise, counsel and contribute to the Company's plans and strategies?					
3. EXPERTISE. Were you able to draw from knowledge and experience to advise on strategy, business plans and key issues?					
4. CHARACTER. Were you able to conduct yourself in a manner characterized by transparency, accountability, integrity, and fairness, being fully aware that the office of a director is one of trust and confidence?					
5. FIDUCIARY DUTY. Were you able to consider the long-term success of the Company, its sustained competitiveness and profitability, its best interests and those of its shareholders and various stakeholders?					
6. INNOVATION. Do you seek to find ways to continuously improve the efficiency and effectiveness of the Board or any Committee that you are a member of?					

Kindly provide comments on why you've rated the above as such. Other comments are also welcome.

IV. OFFICERS' RATING

Instructions: Carefully review each item. Using a scale of 1 to 5, 5 being the highest; rate the performance of the respective officers.

A. CHAIRMAN OF THE BOARD:	MR. JOSE TEODORO K. LIMCAOCO	1	2	3	4	5
1. LEADERSHIP. Does the Chairman adequately lead the Board of Directors towards the attainment of its goals and strategic objectives?						
2. INTEGRITY. Does the Chairman exemplify honor in all his undertakings, make sound judgements, and uphold the principle of doing the right thing because it is the right thing to do, even when no one else is watching?						
3. DILIGENCE. Does the Chairman devote sufficient and productive time and effort to the management of the Company's Board related functions?						
4. GOOD GOVERNANCE. Does the Chairman act in the best interest of the Company, its shareholders and other stakeholders, in a manner characterized by transparency, accountability and fairness?						
5. ENTREPRENEURIAL MINDSET. Does the Chairman strive for growth and demonstrate a resilient, passionate and agile mindset in guiding the Board of Directors towards the achievement of the Company's goals and objectives?						
6. STEWARDSHIP. Does the Chairman lead the Board to develop long-term objectives and effective business strategies; anticipate current and emerging trends; and ensures that the President/CEO manages the Company's resources well?						

Kindly provide comments on why you've rated the above as such. Other comments are also welcome.

B. CHIEF EXECUTIVE OFFICER (CEO):	MS. KAREN CUSTODIA	1	2	3	4	5
1. LEADERSHIP. Is the CEO leading the Company towards the attainment of its vision and mission and strategic objectives?						
2. INTEGRITY. Does the CEO exemplify honor in all her undertakings, make sound judgements, and uphold the principle of doing the right thing because it is the right thing to do, even when no one else is watching?						
3. DILIGENCE. Does the CEO devote sufficient and productive time and effort to the management of the day-to-day affairs of the Company?						
4. GOOD GOVERNANCE. Does the CEO act in the best interest of the Company, its shareholders and other stakeholders, in a manner characterized by transparency, accountability and fairness?						
5. ENTREPRENEURIAL MINDSET. Does the CEO strive for growth and demonstrate a resilient, passionate and agile mindset in guiding the Company towards the achievement of its goals and objectives?						
6. STEWARDSHIP. Does the CEO develop long-term objectives and effective business strategies; anticipate current and emerging trends; and ensure that the Company's resources are managed well?						

Kindly provide comments on why you've rated the above as such. Other comments are also welcome.

C. OTHER OFFICERS		1	2	3	4	5
<i>Rate the overall performance of the following officers for the covered period:</i>						
1. CHIEF COMPLIANCE OFFICER:	MS. MARIA CRISTINA HELENA SAMANIEGO					
2. CHIEF RISK OFFICER:	MS. MARIA CRISTINA HELENA SAMANIEGO					
3. CHIEF AUDIT EXECUTIVE:	MS. RIKKA C. PERALTA					

Kindly provide comments on why you've rated the above as such. Other comments are also welcome.

V. OVERALL COMMENTS AND SUGGESTIONS

Kindly identify any areas for improvement, such as training/continuing education programs or any other forms of assistance that you may need in the performance of your duties. Other general comments are also welcome.