

# Performance Evaluation Criteria and Process

EVALUATION OF:	CRITERIA
<b>Chief Executive Officer</b>	<ol style="list-style-type: none"> <li>1. Reviewing financial and management performance</li> <li>2. Strategic planning process of the management</li> <li>3. Promoting good governance and ethical conduct across organization</li> <li>4. Risk and crisis management</li> <li>5. Monitoring internal control and compliance systems in general</li> <li>6. Upholding and supporting corporate sustainability advocacies of the Company</li> </ol>
<b>Board of Directors</b>	<ol style="list-style-type: none"> <li>1. Composition:               <ul style="list-style-type: none"> <li>- Number of directors</li> <li>- Number of independent directors</li> </ul> </li> <li>2. Frequency of Meetings</li> <li>3. Discharge of roles and responsibilities</li> <li>4. Reviewing Management Performance</li> <li>5. Setting strategic directions and goals</li> <li>6. Overseeing financial performance and fiduciary accountability of the Company</li> <li>7. Exercising its governance roles in establishing and upholding Company's core values, strategic objectives, key policies, governance framework and systems to optimize shareholder value.</li> </ol>
<b>Board Committees</b>	<ol style="list-style-type: none"> <li>1. Attendance and Participation</li> <li>2. Ensuring the integrity of the company's accounting and financial reporting systems, independent audit, internal audit and risk management systems</li> <li>3. Overseeing management's responsibilities in internal controls</li> <li>4. Monitoring compliance with corporate governance policies and practices</li> <li>5. Committee contribution – adding value and unique perspective to committee assignments</li> </ol>
<b>Directors</b>	<ol style="list-style-type: none"> <li>6. Attendance and Participation in Meetings</li> <li>7. Exercising duties with due diligence and reasonable care</li> <li>8. Maintaining confidentiality</li> <li>9. Acting in good faith and in the interests of the company as a whole</li> <li>10. Promoting and upholding corporate governance best practices</li> <li>11. Leadership, roles and responsibilities</li> <li>12. Board independence and stewardship</li> <li>13. Strategic thinking</li> <li>14. Interpersonal skills – maintaining relationship with respect with other directors</li> <li>15. Board contribution – sharing of knowledge and experiences, participating in discussion, and policy-focused</li> </ol>

## PROCESS

1. The Chief Compliance Officer prepares and administers the distribution of the Assessment Forms to the members of the board and committees
2. The directors and members of the board committees are given fifteen calendar days to accomplish the said assessment forms.
3. Accomplished assessment forms shall be submitted to the Chief Compliance Officer on the deadline set.
4. The assessment forms will be forwarded to the Corporate Secretary to tabulate the ratings and results and summarizes the evaluation comments.
5. The Corporate Secretary will report the results of the evaluation to the Board during a regular or special meeting.