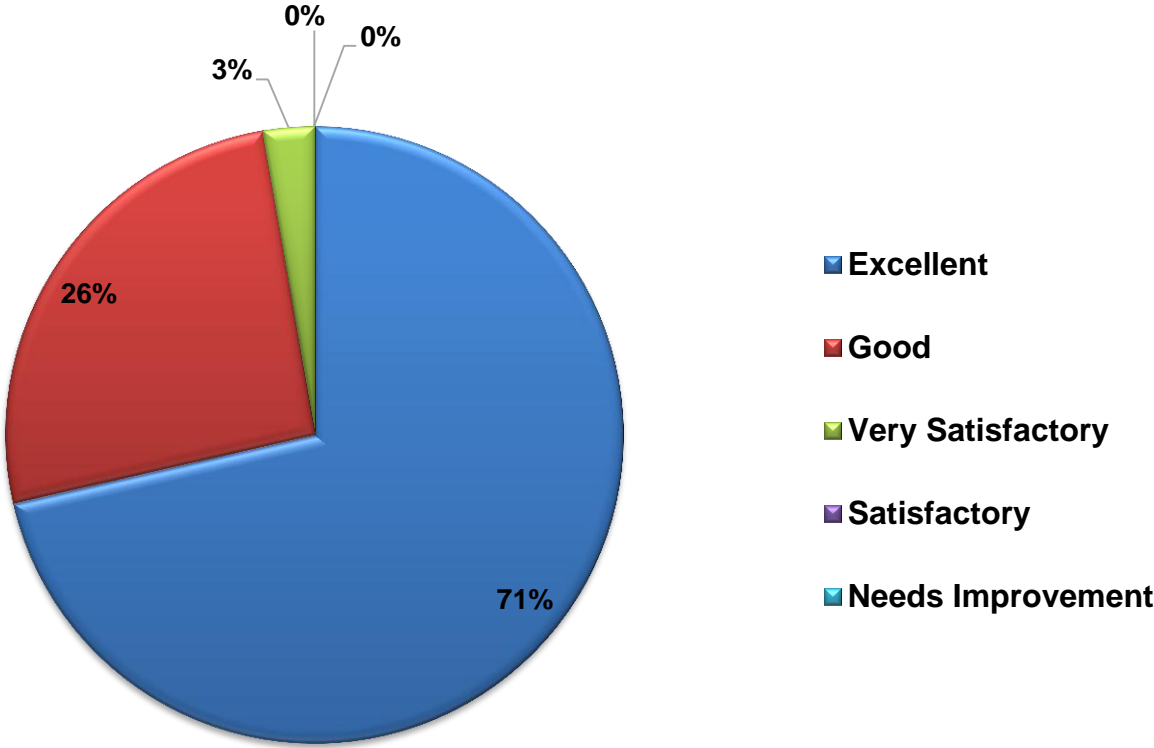


**Philippine Postal Corporation
BOARD PERFORMANCE ASSESSMENT
2019**

**Part I:
Board Appraisal**



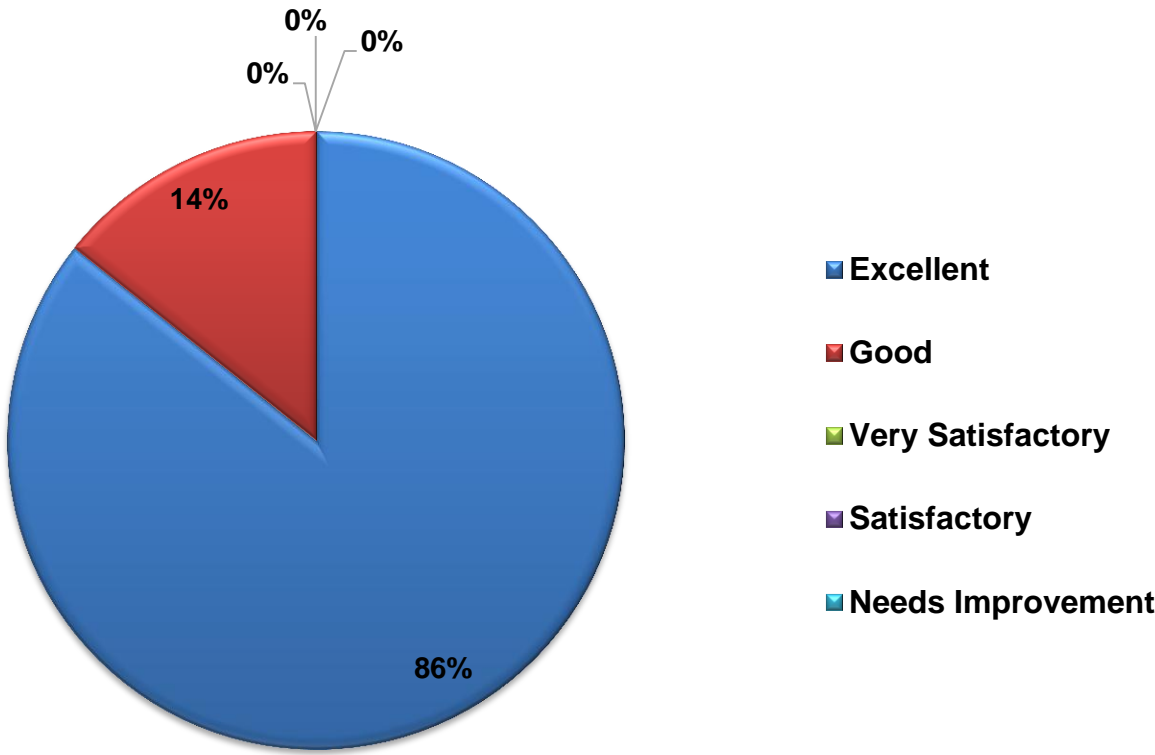
**Part I:
Board Appraisal**

	Excellent	Good	Very Satisfactory	Satisfactory	Needs Improvement
1. The Board, as a whole possessed the right skills and background for the current issues facing the Corporation	6	1	-	-	-
2. The Board has sufficient diversity and independence among its directors, allowing it to constructively challenge one another and management in carrying out respective function and duties aligned with the Corporation`s strategic directions.	5	2	-	-	-
3. The Board receives ongoing education, allowing directors to stay up to date with developments and to understand their impact.	2	5	-	-	-
4. The frequency, duration and scheduling of Board meetings per year were adequate to ensure proper coverage of the Board`s responsibilities.	6	1	-	-	-
5. Directors receive adequate materials before the Board meeting.	5	2	-	-	-
6. Meetings are effective with sufficient materials, limited presentation, and an atmosphere that encourages open dialogue.	5	2	-	-	-

	Excellent	Good	Very Satisfactory	Satisfactory	Needs Improvement
7. The Board has regular executive or private sessions to allow directors to discuss sensitive topics.	5	1	1	-	-
8. The Board receives appropriate information on industry trends and business environment to enable it to have sufficient insight when considering management's propose plan/strategy.	4	2	1	-	-
9. The Board evaluates the proposed plan/strategy including key assumptions, major risks, and required resources, and addresses critical issues.	4	3	-	-	-
10. The Board constructively debates proposed plan/strategy before granting approval.	6	1	-	-	-
11. The Board monitors the continued viability of the plan/strategy ensuring that it is can adjust as needed to respond to the evolving environment.	6	1	-	-	-
12. The Board thoroughly reviews major capital expenditures before approval and evaluates ultimate outcomes.	5	2	-	-	-

	Excellent	Good	Very Satisfactory	Satisfactory	Needs Improvement
13. Directors strengthen the tone at the top by clearly demonstrating the required ethical values.	5	2	-	-	-
14. The Board regularly reviews and approves the Corporation's vision, mission and value statements to ensure continued relevance and applicability thereof	5	1	1	-	-
15. The Board demonstrates commitments to good corporate governance practices and provides oversight to ensure that the Corporation is operated in moral, legal, and ethical manner.	6	1	-	-	-
16. The Board ensures that the Corporation has a sound and effective internal control system in place, and understands Management's role implementing such system.	5	2	-	-	-

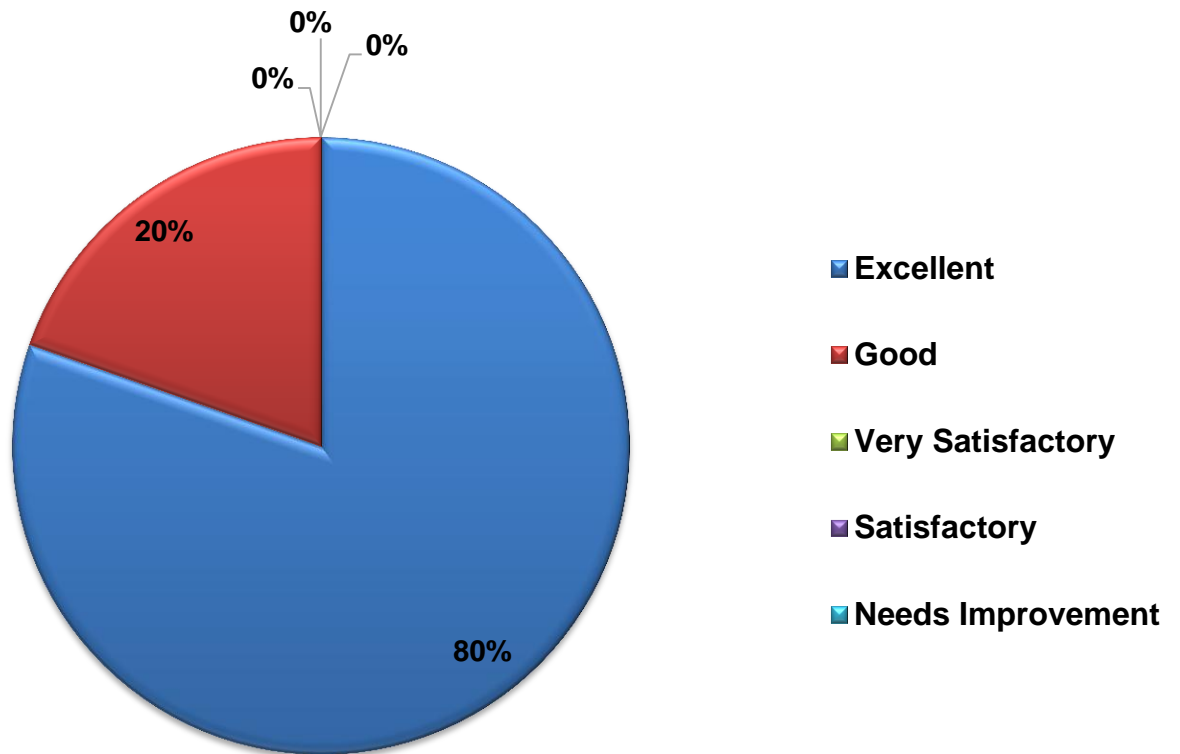
**Part II:
Committee Appraisal**



**PART II:
Committee Appraisal**

	Excellent	Good	Very Satisfactory	Satisfactory	Needs Improvement
1. The delegation of power from the Board to its Committee is appropriate.	6	1	-	-	-
2. The Committees regularly provide a report to the full Board and sufficiently update the Board on recent developments or such other matters that may require the Board action.	6	1	-	-	-
3. The frequency of meetings for each Committee is sufficient, allowing its member to perform their responsibilities according to the functions of the Committee.	6	1	-	-	-

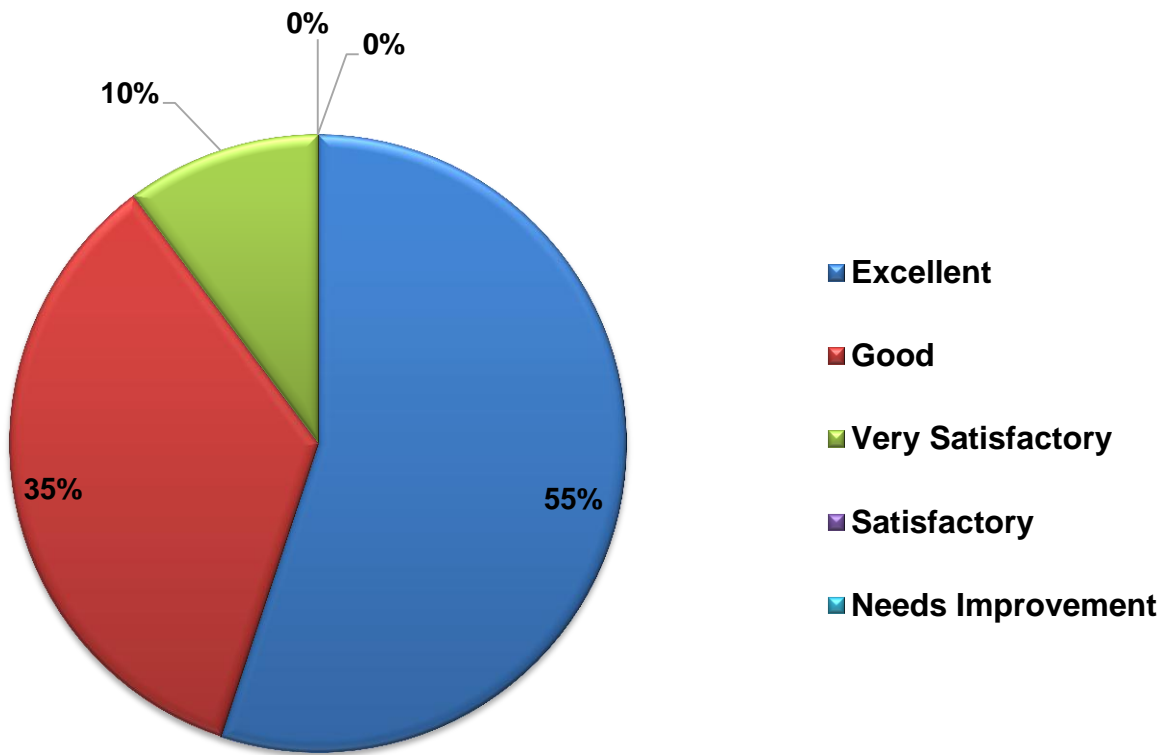
Part III: Individual Director Appraisal



**PART III:
Individual Director Appraisal**

	Excellent	Good	Very Satisfactory	Satisfactory	Needs Improvement
1. I understand and faithfully uphold the vision, mission, values and strategies of the Corporation.	6	1	-	-	-
2. I keep myself updated on the latest best practices in corporate governance and ensure I abide by them.	6	1	-	-	-
3. I avoid entering into situations where I may be placed in a conflict of interest with that of the Corporation and I promptly disclose any conflict, which may occur.	6	1	-	-	-
4. I have a good record of Board and Committee meeting attendance.	4	3	-	-	-
5. I come to Board/Committee meetings on time, prepared and knowledgeable about the topics to be discussed.	6	1	-	-	-
6. I actively participate in Board/Committee discussions with a sense of independence and objectivity.	6	1	-	-	-
7. I am aware of all policies and procedures the Board is subjected to and actively adopt these in my function as a member of the Board.	5	2	-	-	-
8. I am committed to accomplish all duties and responsibilities of a director and member of my Committee/s, and will perform in the best interest of the Corporation.	6	1	-	-	-

**Part IV:
Board and Management Appraisal**



**PART IV:
Board and Management Appraisal**

	Excellent	Good	Very Satisfactory	Satisfactory	Needs Improvement
1. The Board is comfortable with Management's (i.e., including Postmaster General & CEO) plans to implement the approved strategy, goals and targets and is confident and satisfied in Management's ability to carry out its responsibilities in the interest of the Corporation.	1	6	-	-	-
2. Management has in place an effective process to identify risks and assess their potential impact.	2	4	1	-	-
3. Management informs the Board of all keys risks and the Board is confident management addresses them appropriately.	2	3	2	-	-
4. The Board Sufficiently challenges and supports Management.	5	2	-	-	-
5. The Board is effective in monitoring Management's implementation of the Corporation's strategy.	6	1	-	-	-
6. There is open-line of communication and constructive interaction between Directors and Management.	5	-	2	-	-
7. The Board continually monitors Management's performance against clear and measurable objectives, providing constructive feedback and reinforces Management's role in setting the tone at the top.	6	1	-	-	-