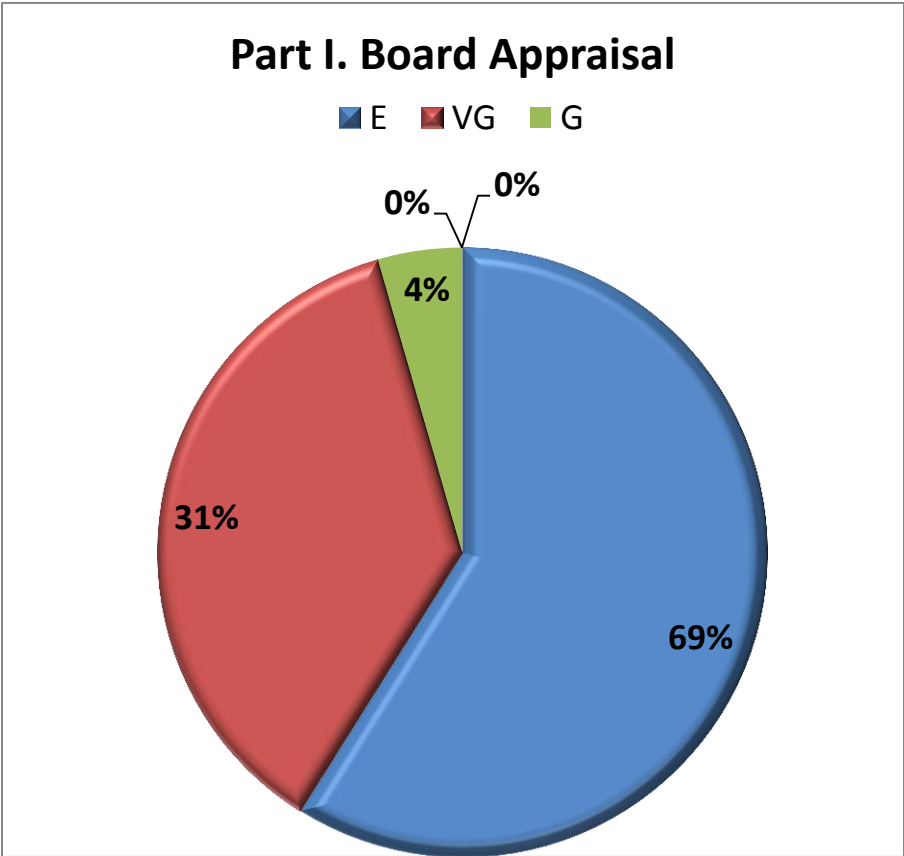


**Philippine Postal Corporation
BOARD PERFORMANCE ASSESSMENT
2021**



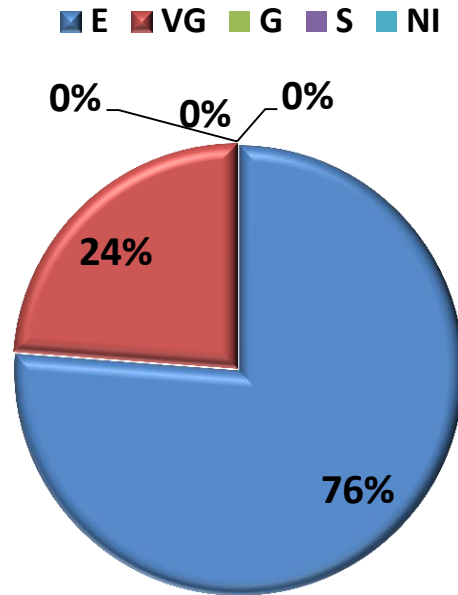
**Part I:
Board Appraisal**

	Excellent	Very Good	Good	Satisfactory	Needs Improvement
1. The Board, as a whole possessed the right skills and background for the current issues facing the Corporation	5	2	-	-	-
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	3	2	-	-
4. The frequency, duration and scheduling of Board meetings per year were adequate to ensure proper coverage of the Board`s responsibilities.	7	0	-	-	-
5. Directors receive adequate materials before the Board meeting.	3	4	-	-	-
6. Meetings are effective with sufficient materials, limited presentation, and an atmosphere that encourages open dialogue.	4	3	-	-	-

	Excellent	Very Good	Good	Satisfactory	Needs Improvement
7. The Board has regular executive or private sessions to allow directors to discuss sensitive topics.	7	-	-	-	-
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.	2	3	2	-	-
9. The Board evaluates the proposed plan/strategy including key assumptions, major risks, and required resources, and addresses critical issues.	3	3	2	-	-
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.	3	4	-	-	-
12. The Board thoroughly reviews major capital expenditures before approval and evaluates ultimate outcomes.	3	4	-	-	-

	Excellent	Very Good	Good	Satisfactory	Needs Improvement
13. Directors strengthen the tone at the top by clearly demonstrating the required ethical values.	4	3	-	-	-
14. The Board regularly reviews and approves the Corporation's vision, mission and value statements to ensure continued relevance and applicability thereof	2	5	-	-	-
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.	7	-	-	-	-
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.	3	4	-	-	-

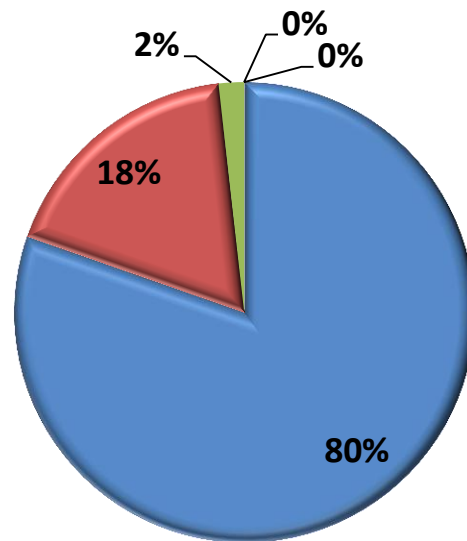
Part II. Committee Appraisal



	Excellent	Very Good	Good	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.	5	2	-	-	-
3. The frequency of meetings for each Committee is sufficient, allowing its member to perform their responsibilities according to the functions of the Committee.	5	2	-	-	-

Part III. Individual Director Appraisal

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	Excellent	Very Good	Good	Satisfactory	Needs Improvement
1. I understand and faithfully uphold the vision, mission, values and strategies of the Corporation.	5	2	-	-	-
2. I keep myself updated on the latest best practices in corporate governance and ensure I abide by them.	4	3	-	-	-
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	-	-	-

	Excellent	Very Good	Good	Satisfactory	Needs Improvement
4. I have a good record of Board and Committee meeting attendance.	6	-	1	-	-
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.	6	1	-	-	-
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	-	-	-

A. I believe the Board should focus on the following priorities for the upcoming year:

1. Fine-tuning of the ERP, Mail Management System and the Digitalization of the Mail Processes.
2. Now that the Civil Service Commission has given the go-ahead to proceed with the filling up of job vacancies, ensuring the recruitment of qualified, honest and dedicated employees.
3. Empowering the Postal Areas to provide them more autonomy in dealing with the challenges peculiar to their respective areas.
4. To continue to direct and monitor the Management's implementation of Enterprise Resource Planning (ERP) including the FMIS, HRIS, Mail Management, POS and other systems to level with the digitalization and improve operational efficiency.
5. To continue guiding Management in finding ways to convert non-performing assets to performing/operational, or convert to cash to improve company's liquidity.

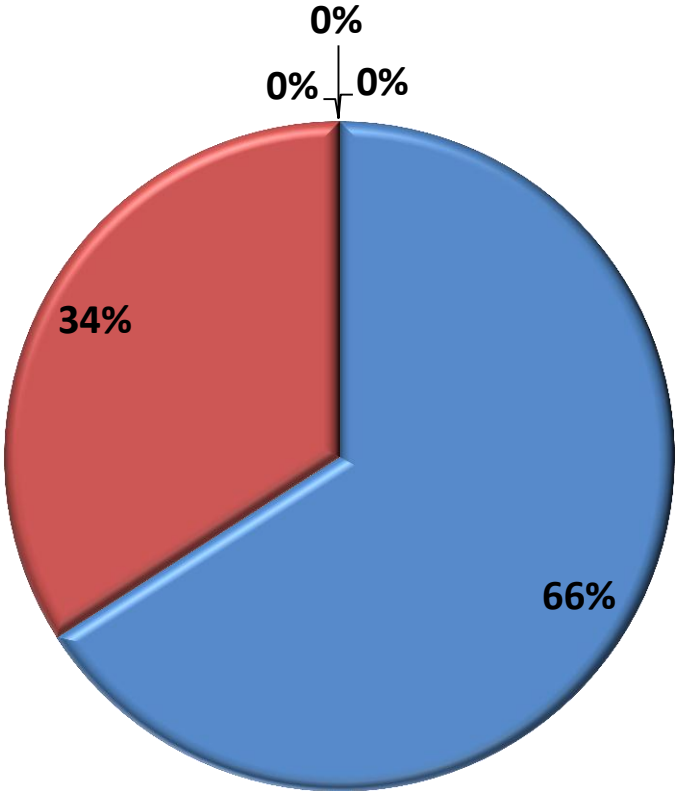
6. To lead the Management in promoting paperless working environment, through the use of digitized system to reduce expenses and waste.
7. To promote succession program for officers and staff.
8. Ensure that ERP is up and running to meet the current demand/up to date.
9. Continue spending purposely and keep working on the budget buffer.
10. Talent management and leadership development should be looked at and a top priority.
11. Strengthen Internal Audit.
12. Digitalization – Sustainability.
13. Transfer/Renovation to strategic areas of post offices nationwide.
14. Continuous program/education/seminar of all postal employees.
15. Continuing digitalization of the Corporation.
16. Rotation of personnel as allowed by the GCG.

A. Are there changes that would improve the Board's effectiveness that you would suggest?

1. None for now. BOD's staff as managed and lead by Corporate Secretary is efficient and effectively assisting the members of the Board.
2. Continues learning by attending seminars/webinars on best practices in digitalization, logistics and people management.
3. On-going education in enterprise- and industry-specific trends and business environment domestically and abroad.
4. Succession planning.
5. Periodic report to the Board of provincial offices of the Corporation to put also the countryside aspect of the Corporation in the radar of the Board.

Part IV. Board and Management Appraisal

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**PART IV:
Board and Management Appraisal**

	Excellent	Very Good	Good	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.	3	3	1	-	-
2. Management has in place an effective process to identify risks and assess their potential impact.	1	5	1	-	-
3. Management informs the Board of all keys risks and the Board is confident management addresses them appropriately.	6	1	-	-	-
4. The Board Sufficiently challenges and supports Management.	6	1	-	-	-
5. The Board is effective in monitoring Management's implementation of the Corporation's strategy.	5	2	-	-	-
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.	5	2	-	-	-