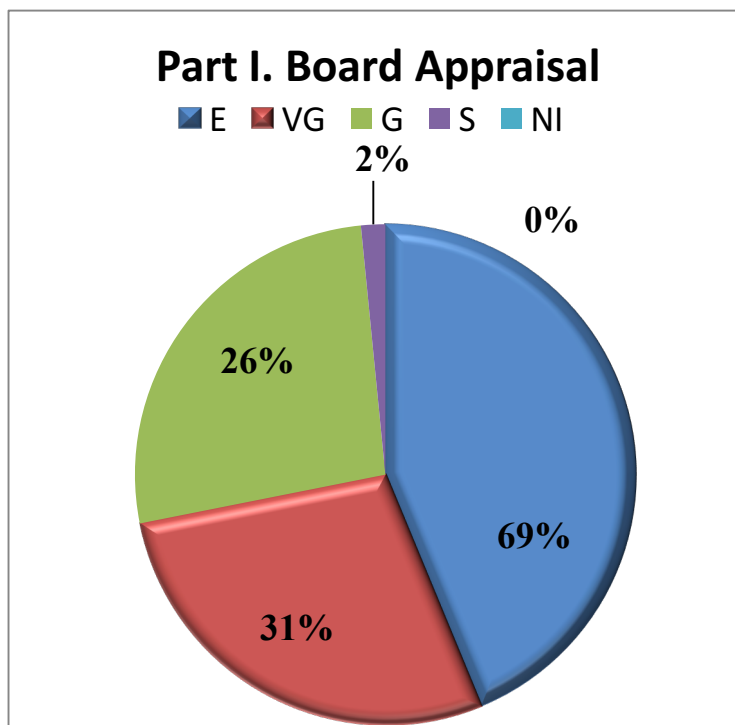


**Philippine Postal Corporation  
BOARD PERFORMANCE ASSESSMENT  
2023**



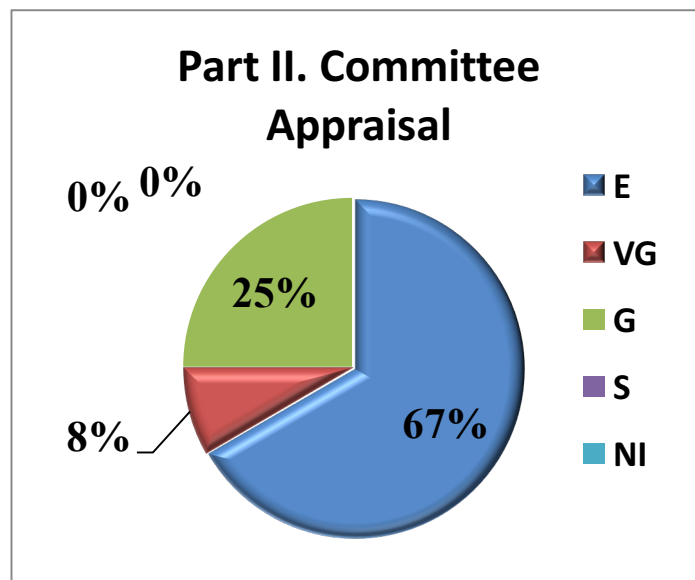
**Part I:  
Board Appraisal**

	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	1	2	1	-	-

	Excellent	Very Good	Good	Satisfactory	Needs Improvement
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.	2	1	1	-	-
3. The Board receives ongoing education, allowing directors to stay up to date with developments and to understand their impact.	2	1	1	-	-
4. The frequency, duration and scheduling of Board meetings per year were adequate to ensure proper coverage of the Board`s responsibilities.	2	1	1	-	-
5. Directors receive adequate materials before the Board meeting.	2	-	1	1	-
6. Meetings are effective with sufficient materials, limited presentation, and an atmosphere that encourages open dialogue.	1	2	1	-	-
7. The Board has regular executive or private sessions to allow directors to discuss sensitive topics.	2	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.	1	1	2	-	-

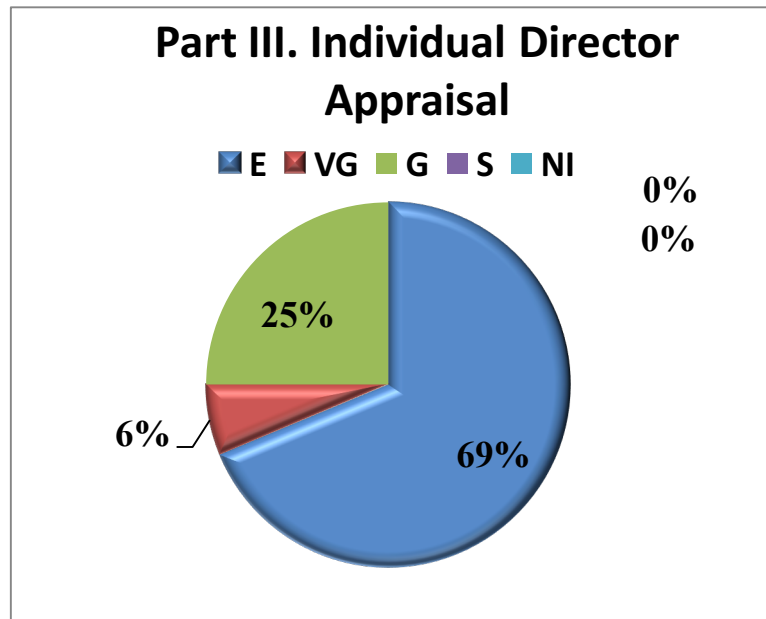
	Excellent	Very Good	Good	Satisfactory	Needs Improvement
9. The Board evaluates the proposed plan/strategy including key assumptions, major risks, and required resources, and addresses critical issues.	2	1	1	-	-
10. The Board constructively debates proposed plan/strategy before granting approval.	2	1	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.	1	2	1	-	-
12. The Board thoroughly reviews major capital expenditures before approval and evaluates ultimate outcomes.	2	1	1	-	-
13. Directors strengthen the tone at the top by clearly demonstrating the required ethical values.	2	1	1	-	-
14. The Board regularly reviews and approves the Corporation`s vision, mission and value statements to ensure continued relevance and applicability thereof	1	2	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.	3	-	1	-	-

	Excellent	Very Good	Good	Satisfactory	Needs Improvement
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.	2	1	1	-	-



	Excellent	Very Good	Good	Satisfactory	Needs Improvement
1. The delegation of power from the Board to its Committee is appropriate.	3	-	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.	2	1	1	-	-

	Excellent	Very Good	Good	Satisfactory	Needs Improvement
3. The frequency of meetings for each Committee is sufficient, allowing its member to perform their responsibilities according to the functions of the Committee.	3	-	1	-	-



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

	Excellent	Very Good	Good	Satisfactory	Needs Improvement
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.	3	-	1	-	-
4. I have a good record of Board and Committee meeting attendance.	3	-	1	-	-
5. I come to Board/Committee meetings on time, prepared and knowledgeable about the topics to be discussed.	3	-	1	-	-
6. I actively participate in Board/Committee discussions with a sense of independence and objectivity.	3	-	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.	2	1	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.	3	-	1	-	-

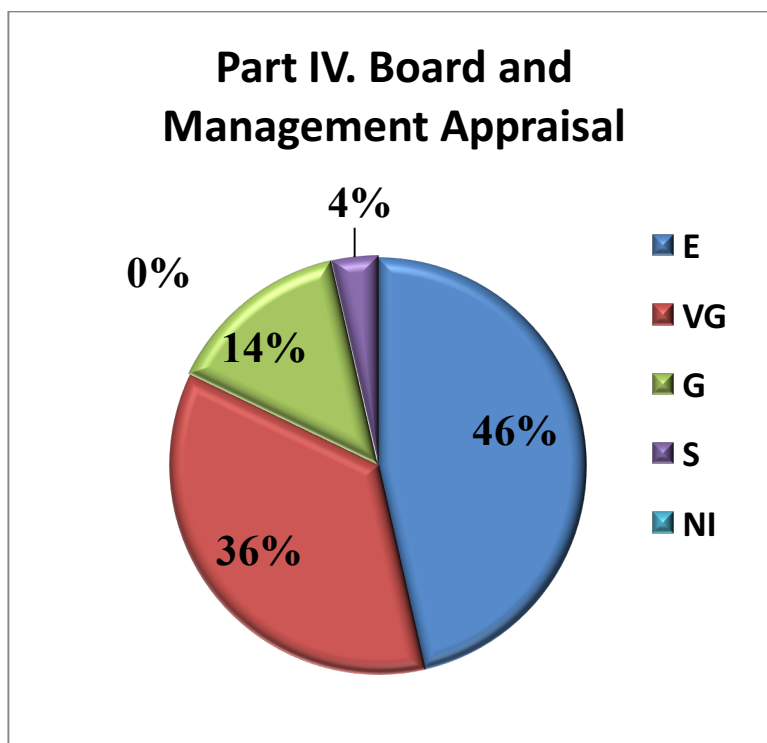
**A. I believe the Board should focus on the following priorities for the upcoming year:**

1. Information technology-related policy for the improvement of service.
2. Policy that support revenue generating initiatives.
3. Employee welfare policy
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 system to level with the digitalization and improve operational efficiency.

5. To continue guiding the 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.

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

1. A face to face is more effective than online meeting.
2. Suggest to hire an effective and independent Corporate Secretary for the Board of Directors
3. Continuous learning of Board by attending seminars/webinars/conventions on best practices in digitalization, transport and logistics and people management.



**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.	1	2	1	-	-
2. Management has in place an effective process to identify risks and assess their potential impact.	1	3	-	-	-
3. Management informs the Board of all keys risks and the Board is confident management addresses them appropriately.	2	1	-	1	-
4. The Board Sufficiently challenges and supports Management.	3	-	1	-	-
5. The Board is effective in monitoring Management's implementation of the Corporation's strategy.	1	3	-	-	-
6. There is open-line of communication and constructive interaction between Directors and Management.	3	-	1	-	-
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.	2	1	1	-	-