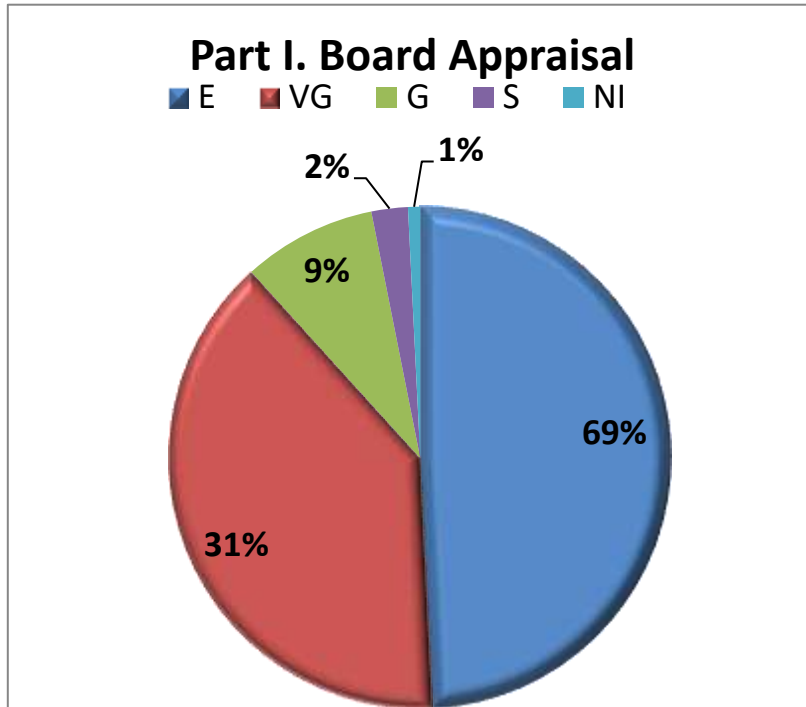


**Philippine Postal Corporation  
BOARD PERFORMANCE ASSESSMENT  
2025**



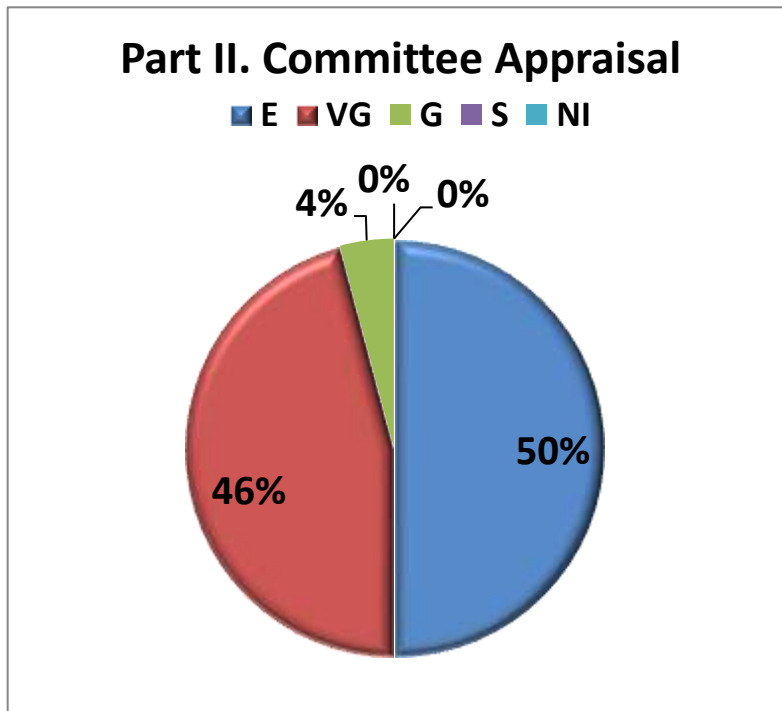
**Part I:  
Board Appraisal**

	Excel lent	Very Good	Good	Satisfa ctory	Needs Improv ement	Comment
1. The Board, as a whole possessed the right skills and background for the current issues facing the Corporation	5	3	1	-	-	<ul style="list-style-type: none"> <li>A very good mix of experience and expertise</li> </ul>

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.	6	1	1	-	-	
3. The Board receives ongoing education, allowing directors to stay up to date with developments and to understand their impact.	2	6	-	-	-	
4. The frequency, duration and scheduling of Board meetings per year were adequate to ensure proper coverage of the Board's responsibilities.	4	3	-	1	-	
5. Directors receive adequate materials before the Board meeting.	-	6	1	1	-	
6. Meetings are effective with sufficient materials, limited presentation, and an atmosphere that encourages open dialogue.	4	2	1	1	-	<ul style="list-style-type: none"> <li>The Board Secretariat is very efficient in providing details and information.</li> </ul>
7. The Board has regular executive or private sessions to allow directors to discuss sensitive topics.	4	4	-	-	-	
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	4	1	-	1	

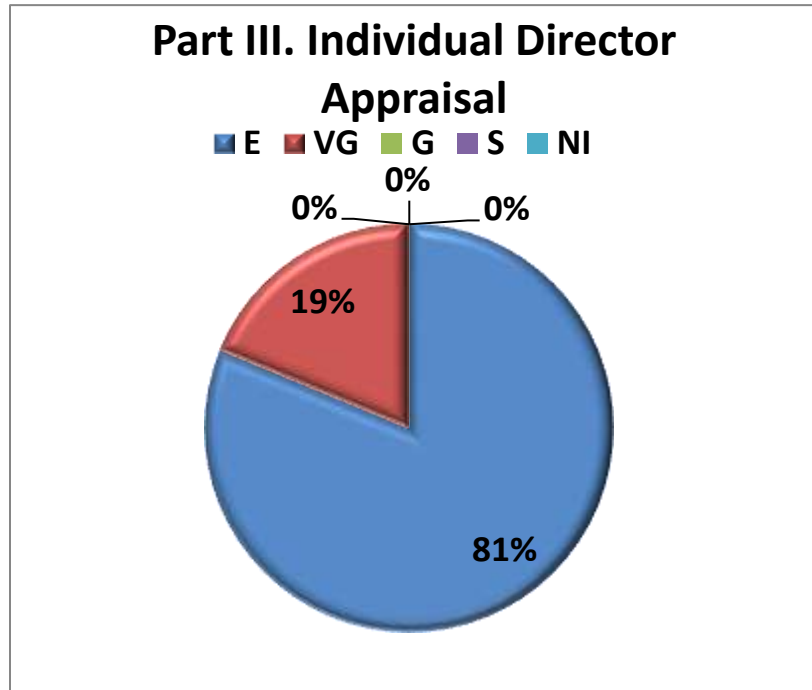
9. The Board evaluates the proposed plan/strategy including key assumptions, major risks, and required resources, and addresses critical issues.	5	2	1	-	-	
10. The Board constructively debates proposed plan/strategy before granting approval.	4	4	-	-	4	
11. The Board monitors the continued viability of the plan/strategy ensuring that it is can adjust as needed to respond to the evolving environment.	4	2	2	-	-	<ul style="list-style-type: none"> <li>• Key resource persons are always called when needed</li> </ul>
12. The Board thoroughly reviews major capital expenditures before approval and evaluates ultimate outcomes.	6	1	1	-	-	
13. Directors strengthen the tone at the top by clearly demonstrating the required ethical values.	5	2	1	-	-	<ul style="list-style-type: none"> <li>• Exchanges of opinions and ideas are always in a professional way</li> </ul>
14. The Board regularly reviews and approves the Corporation's vision, mission and value statements to ensure continued relevance and applicability thereof	3	4	1	-	-	

<p>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.</p>	5	2	1	-	-	
<p>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.</p>	4	4	-	-	-	



**Part II:  
Committee Appraisal**

	Excellent	Very Good	Good	Satisfactory	Needs Improvement	Comment
1. The delegation of power from the Board to its Committee is appropriate.	4	4	-	-	-	
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.	4	4	-	-	-	
3. The frequency of meetings for each Committee is sufficient, allowing its member to perform their responsibilities according to the functions of the Committee.	4	3	1	-	-	



### PART III: Individual Director Appraisal

	Excellent	Very Good	Good	Satisfactory	Needs Improvement	Comment
1. I understand and faithfully uphold the vision, mission, values and strategies of the Corporation.	7	1	-	-	-	
2. I keep myself updated on the latest best practices in corporate governance and ensure I abide by them.	6	2	-	-	-	
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.	7	1	-	-	-	

4. I have a good record of Board and Committee meeting attendance.	7	1	-	-	-	
5. I come to Board/Committee meetings on time, prepared and knowledgeable about the topics to be discussed.	6	2	-	-	-	<ul style="list-style-type: none"> <li>We are given time to prepare. Agendas are sent out before the meetings.</li> </ul>
6. I actively participate in Board/Committee discussions with a sense of independence and objectivity.	6	2	-	-	-	<ul style="list-style-type: none"> <li>I am given the chance to be the Chairperson of a Committee</li> </ul>
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	3	-	-	-	
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.	8	-	-	-	-	

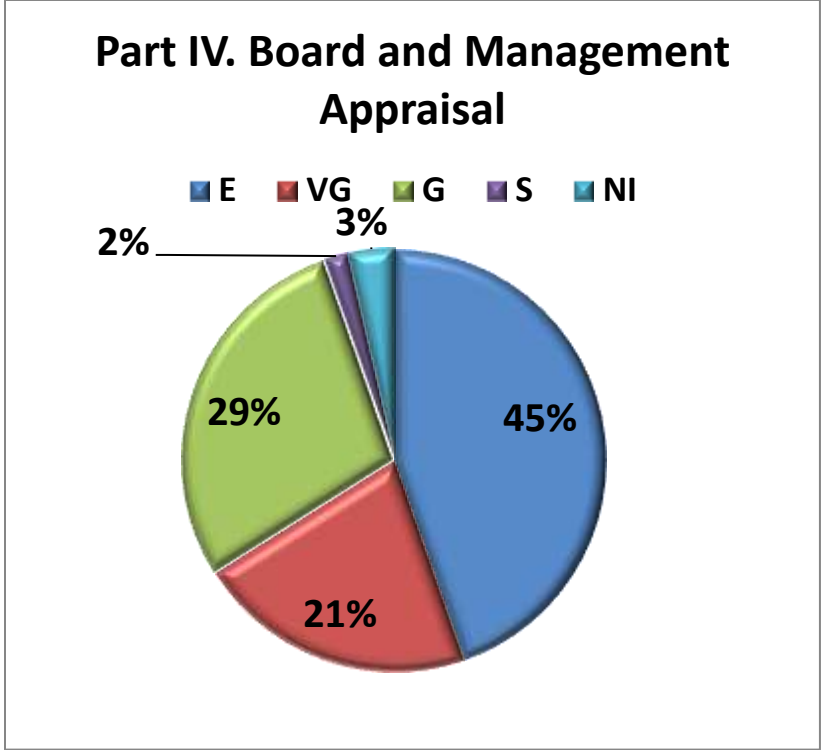
**A. I believe the Board should focus on the following priorities for the upcoming year:**

1. Completion of the Manila Central Post Office Building Retrofitting and Restoration Project.
2. Monitoring and attainment of targets set under the GCG Corporate Performance Evaluation System.
3. Positive fiscal performance, efficient resource utilization, and regulatory compliances.
4. Basic services like same day delivery.

5. Make use of high value properties.
6. How to increase revenue Reduce cost when necessary.
7. How to increase and widen the advantage of PHLPost as against private Companies.
8. Improve public perception of PHLpost specially regarding service and timely delivery.
9. Reorganization of the Philippine Postal Corporation
10. Digitalization of front-end and back-end systems and procedures
11. How can PHLPost stay relevant to the government and to the community
12. How to be financially viable
13. Revenue generation.
14. Human resources enhancement of employees' welfare.
15. Operational efficiency.
16. Mail delivery efficiency
17. Revenue generation
18. Personnel growth and benefits

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

1. Materials ready before the meeting
2. No last-minute agenda items
3. There should be less changes in the Board's composition to have continuity and effectivity
4. Board members to be with varied backgrounds at least 2 coming from the courier industry & transport sectors.
5. The Board to STRONGLY exercise its role in ensuring that management is performing its mandate
6. Refrain from politically motivated change in leadership.



**PART IV:  
Board and Management Appraisal**

	Excellent	Very Good	Good	Satisfactory	Needs Improvement	Comment
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.	2	3	-	-	1	<ul style="list-style-type: none"> <li>The Postmaster General is very knowledgeable on the operations of the company.</li> </ul>
2. Management has in place an effective process to identify risks and assess their potential impact.	1	4	-	-	2	

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.	4	1	1	-	1	<ul style="list-style-type: none"> <li>• There is always a good of ideas and opinions.</li> </ul>
5. The Board is effective in monitoring Management's implementation of the Corporation's strategy.	3	2	-	-	2	
6. There is open-line of communication and constructive interaction between Directors and Management.	4	1	-	1	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	3	-	1	1	