

Performance Rating System

Evaluation:

Individual Directors

developed by:



for the exclusive use of:



This rating instrument includes questions on the following:

- I. Competence and Independence (25%)
- II. Commitment to Corporate Governance (25%)
- III. Transparency (20%)
- IV. Audit & Risk Oversight (20%)
- V. Committee Activity (10%)

The final scores:	80% - 84.99%	acceptable
	85% - 94.99%	ideal
	95% - 100.00%	superior

Evaluation: Self-Evaluation of Individual Directors

Evaluating your performance as a director is a crucial tool that allows you to review your responsibilities, and identify your strengths and areas for improvement, and helps you to set goals for a more effective performance.

In completing the self-assessment, write your answer on the rightmost column, on a scale of 1 to 5.

- 1 – No, I strongly disagree. I do not practice this.**
2 – No, but I try to do so.
3 – Undecided. Only occasionally.
4 – Yes, I agree, but there is some room for improvement.
5 – Yes, I strongly agree.

If you have additional comments or wish to qualify your answers, a space is provided at the end of this assessment form.

CHECKLIST	RATING				
	1	2	3	4	5
Competence and Independence					
1. Do I actively participate in Board meetings?					
2. Do I think and act independently in all my decisions as a member of the Board of Directors?					
3. Do I speak up on critical matters requiring objective opinion even if my views differ from the norm?					
4. Do I listen and respond tactfully to the opinions of others that are not aligned with my own (without compromising my independent position)?					
5. Do I know the role of the Board in strategy formulation, analysis and implementation, and the distinction from that of management?					
6. Do I actively participate in strategy formulation?					
7. Do I regularly review management's strategic annual plans and provide oversight to top management?					
8. Am I aware about the issues and processes involved in formulating, implementing and controlling the Bank's corporate and business strategies?					
9. Can I identify the challenges and areas where Board's effectiveness can be improved?					
10. Do I take an active part in championing reform (when needed)?					
11. I concurrently hold (inclusive of LandBank) corporate directorships in: 10 or more institutions - mark box # 1 8 to 9 institutions - mark box # 2 6 to 7 institutions - mark box # 3 4 to 5 institutions - mark box # 4 1 to 3 institutions - mark box # 5					
12. Do I seek additional knowledge and skills training relevant to my directorship?					

Commitment to Corporate Governance	1	2	3	4	5
13. Do I contribute in defining and communicating the Bank's corporate vision, mission and core values?					
14. Do I devote sufficient time to familiarize myself with the Bank's operations?					
15. Do I have a working knowledge of the statutory and regulatory requirements affecting Bank operations?					
16. Do I scrutinize and analyze key agenda items for Board meetings ahead of time?					
17. Do I conscientiously attend every Board meeting?					
18. Am I always punctual for Board meetings?					
19. Do I effectively engage in the discussions on issues brought to the Board?					
20. Am I aware of my duties and responsibilities and observe it at all times?					
21. Does my behavior conform to the precepts prescribed by the Code of Ethics?					
22. Does the Bank have a Code of Ethics that a director signs into upon appointment as a director?					
23. Do I strictly adhere to the Code of Corporate Governance?					

Transparency	1	2	3	4	5
24. Do I ensure disclosure of facts and material information from management before arriving at a decision?					
25. Do I require the Bank's management to disclose required information to the stakeholders and the general public?					
26. Do I conduct a thorough and conscientious evaluation of issues, ask questions and seek clarification when necessary before arriving at a decision?					
27. Do I ensure that matters taken up in the Board are not subordinated by my personal interest?					
28. Do I fully reveal conflicts of interest?					
29. When potential or actual conflicts of interest are found, do I abstain from participating or voting?					

Audit & Risk Oversight	1	2	3	4	5
30. Do I have a sound background and knowledge of the Bank's accounting, financial terminologies and concepts?					
31. Do I ensure that external and internal audit findings are properly discussed and acted upon?					
32. Do I ensure that risk limits are strictly complied and deviations are properly addressed or justified?					
33. Do I ensure that persons responsible for deviations are managed and appraised?					
34. Do I fully evaluate and identify risk factors for loan proposals presented to the Board for approval/confirmation?					
35. Do I ensure that all the policies and procedures of the Bank are strictly followed / implemented by management?					

Committee Activity	1	2	3	4	5
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