

MECHANICS AND PROCEDURE IN ACCOMPLISHING THE PERFORMANCE ASSESSMENT FOR THE BOARD OF DIRECTORS

1. The Director's performance shall be based on the following criteria.
 - a. Competence
 - b. Independence
 - c. Preparedness as a Director
 - d. Practice as a Director
 - e. Committee Activity
 - f. Development Process of the Corporate Enterprise

Each criteria or category is composed of statements that are answerable by "**STRONG**" or "**ADEQUATE**". A "Strong" rating demonstrates excellent level of skills, ability or performance; among others while an "Adequate" rating demonstrates an effective level of skills, ability or performance.

2. The proposed peer assessment of Directors shall be conducted every first quarter of the year, simultaneous with the conduct of the President/CEO's performance rating and the Corporate Governance Self-Assessment assessing the performance of PhilEXIM.
3. Assessment shall only be applicable to Directors who have served PhilEXIM for at least six (6) months within the rating period.
4. The accomplished forms shall be submitted to the Corporate Governance Office or person/unit designated by the Board for consolidation, computation of rating and reporting of the results to the Chairperson of the Corporate Governance Committee, Chairperson of the Board and the President/CEO.
5. Collective rating will be derived from the individual Director's Peer Ratings which shall be computed by adding all the "STRONG" and "ADEQUATE" responses/ratings. The average adjectival rating will be as follows:

Strong	-	Above 50%
Adequate	-	Up to 50%
6. The Board's collective rating will be the average adjectival rating using the same grid/scale used for the individual rating as shown in item 5.
7. It shall be the responsibility of the Corporate Secretary to furnish each Director with the relevant documents/information for the proper accomplishment of the assessments, such as attendance record, etc.