

Every year-end, the Company conducts its annual Board Evaluation. This is the summary of responses during the Board Evaluation answered by members of the Pacific Online BOD last December 2021, based on the survey conducted in-house.

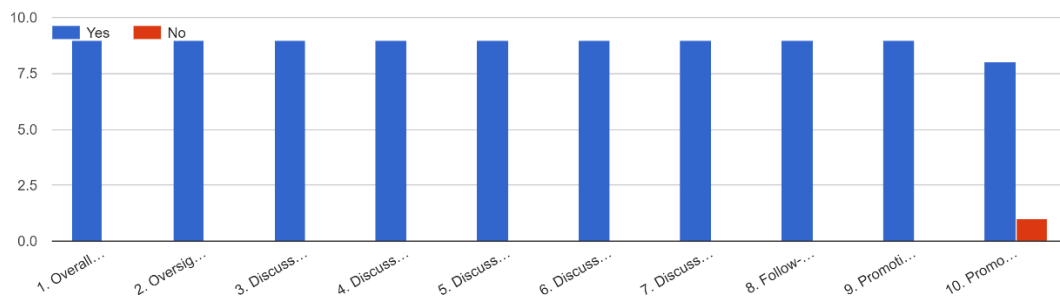
I. COLLECTIVE BOARD RATING

Overall rating of 10 for all categories. One comment was given: “While all Yes answers are accorded, there is plenty of room for improvements in the areas of strategic planning and short-long term business plan discussions. The Company is understandably in a transition process with its business model and platform. Hopefully these matters can be discussed once the new business model has been firmed up.”

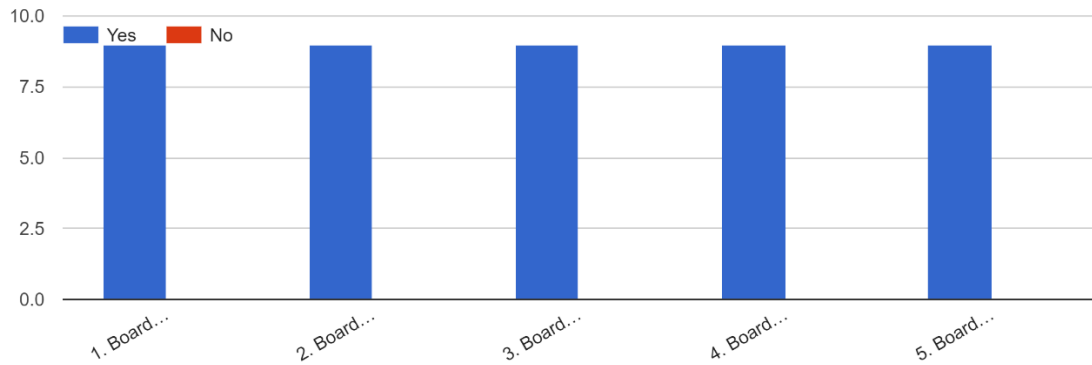
A. BOARD COMPOSITION



B. BOARD EFFICIENCY AND IMPORTANCE



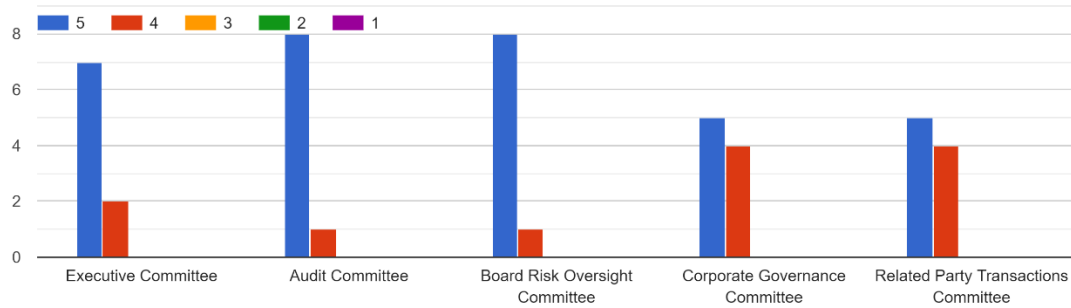
C. BOARD MEETINGS AND PARTICIPATION



II. BOARD COMMITTEES

Rating of committees resulted in an average range of scores from 4.6-4.9. One comment received was in more frequent follow through meetings will help specially as the Company firms up its revised business model and strategic directions.

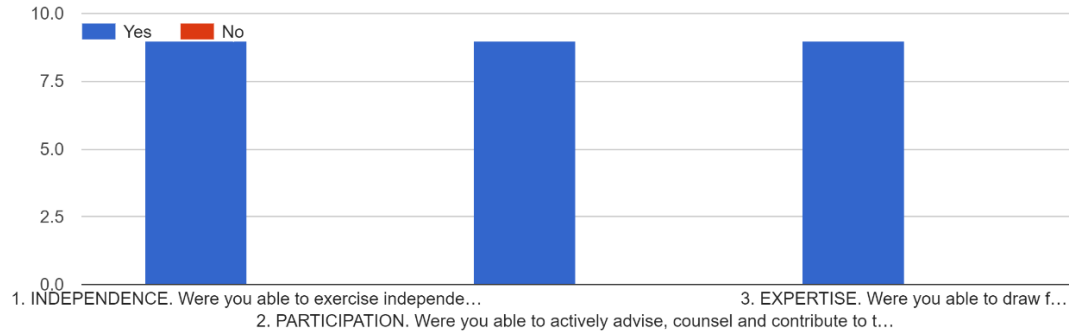
II. BOARD COMMITTEES



III. INDIVIDUAL DIRECTORS' SELF-RATING

We noted an average score of 5.0 in ratings. One comment given was that directors had very good mandate and latitude in their participation in board and committee meetings.

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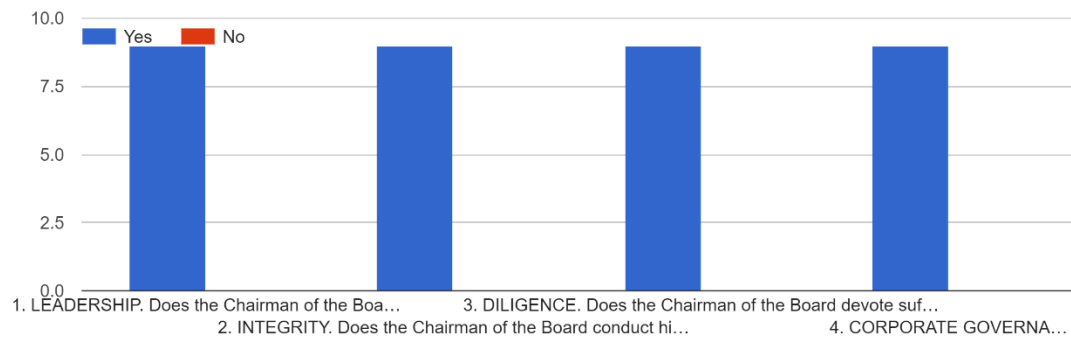


IV. OFFICER'S RATING

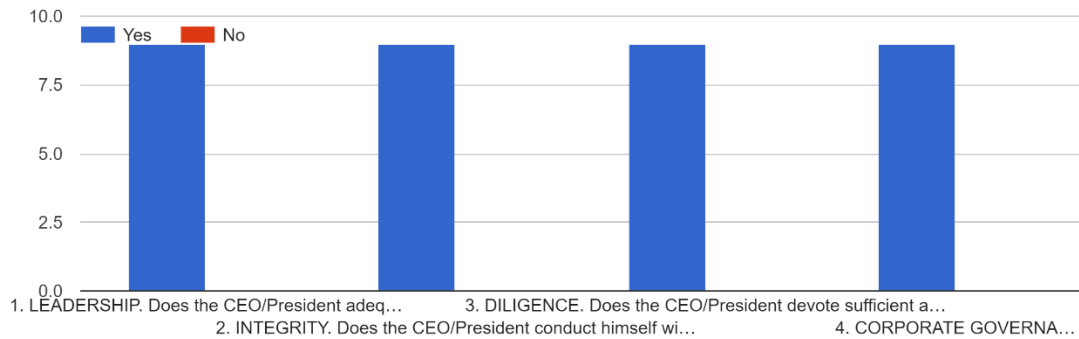
Overall ratings averaged 5.0 across the Chairman and President of the Company. One comment given was that a discussion of new business plans and strategic directions will be appreciated once the new COO has gotten all bearings in the future direction of the company and its subsidiaries, since Mr. Jackson T. Ongsip only came onboard recently.

The other officers received a range of 4.8-4.9 ratings, with the comment that they are all very effective and will be expected to create more room for improvement once the new organizational mandate and directions have been finalized.

CHAIRMAN OF THE BOARD – Mr. Willy N. Ocier



CEO / PRESIDENT – Mr. Jackson T. Ongsip



Instructions: Rate the overall performance of the Company's respective officers for the prior year, using a scale of 1 to 5, 5 being the highest.

