



## PACIFIC ONLINE SYSTEMS CORPORATION

Name:

**Instructions:** Carefully read each item and check the answer that best describes the performance of the collective Board of Directors.

### I. COLLECTIVE BOARD RATING

<b>A. BOARD COMPOSITION</b> <i>Do you find that the composition of the Board provides sufficient:</i>	<b>YES</b>	<b>NO</b>
1. Balance/Diversity		
2. Knowledge/Competencies		
3. Qualifications/Background/Experience		

*If you've responded "no" to any of the foregoing items, please indicate the reason or areas for improvement. Other comments are also welcome.*

<b>B. BOARD EFFICIENCY AND IMPORTANCE</b> <i>Are you content with the Board's:</i>	<b>YES</b>	<b>NO</b>
1. Overall performance		
2. Oversight over Management's activities		
3. Discussions on short term goals		
4. Discussions on long term goals		
5. Discussions on business strategies and plans		
6. Discussions on risks		
7. Discussions on regulation		
8. Follow-up of business plan, strategy, objective and budget		
9. Promotion of good governance principles, policies and mechanisms		
10. Promotion of continuing education and/or training		

*If you've responded "no" to any of the foregoing items, please indicate the reason or areas for improvement. Other comments are also welcome.*

<b>C. BOARD MEETINGS AND PARTICIPATION</b>	<b>YES</b>	<b>NO</b>
1. Board meetings are held frequently enough		
2. Board members are given the chance to fully and positively participate		
3. Board members are provided quality materials and sufficient time for study		
4. Board members are provided easy and timely access to information or inputs		
5. Board members make efficient use of the time allocated for each meeting		

*If you've responded "no" to any of the foregoing items, please indicate the reason or areas for improvement. Other comments are also welcome.*

### II. BOARD COMMITTEES

**Instructions:** Rate the performance of the respective Board Committees for the prior year, using a scale of 1 to 5, 5 being the highest. You do not need to be a member of the respective committee to rate its performance.

	1	2	3	4	5
<input type="radio"/> Executive Committee					
<input type="radio"/> Audit Committee					
<input type="radio"/> Risk Oversight Committee					
<input type="radio"/> Corporate Governance Committee					
<input type="radio"/> Related Party Transactions Committee					
<input type="radio"/> Compensation and Remuneration Committee					

Kindly identify any areas for improvement in relation to the foregoing. Other comments are also welcome.

### III. INDIVIDUAL DIRECTOR'S SELF-RATING

**Instructions:** Carefully read each item and check the answer that best describes your individual performance as a director.

	YES	NO
1. <b>INDEPENDENCE.</b> Were you able to exercise independent judgment, and in effect, view each problem/situation objectively?		
2. <b>PARTICIPATION.</b> Were you able to actively advise, counsel and contribute to the Company's plans and strategies?		
3. <b>EXPERTISE.</b> Were you able to draw from knowledge and experience to advise on strategy, business plans and key issues?		

If you've responded "no" to any of the foregoing items, please indicate the reason or areas for improvement. Other comments are also welcome.

### IV. OFFICER'S RATING

**Instructions:** Carefully read each item and check the answer that best describes the performance of the Company's Officers.

<b>CHAIRMAN OF THE BOARD – Mr. Willy N. Ocier</b>	YES	NO
1. <b>LEADERSHIP.</b> Does the Chairman of the Board adequately lead the Board of Directors towards the attainment of its goals and strategic objectives?		
2. <b>INTEGRITY.</b> Does the Chairman of the Board conduct himself with utmost honesty and integrity in the discharge of his duties?		
3. <b>DILIGENCE.</b> Does the Chairman of the Board devote sufficient and productive time and effort to the management of the Company's Board related functions?		
4. <b>CORPORATE GOVERNANCE.</b> Does the Chairman of the Board act in the best interest of the Company, its shareholders and other stakeholders, in a manner characterized by transparency, accountability and fairness?		

If you've responded "no" to any of the foregoing items, please indicate the reason or areas for improvement. Other comments are also welcome.

<b>CEO/PRESIDENT - Mr. Jackson T. Ongsip</b>	YES	NO
1. <b>LEADERSHIP.</b> Is the CEO/President leading the Company towards the attainment of its vision and mission and strategic objectives?		
2. <b>INTEGRITY.</b> Does the CEO/President conduct himself with utmost honesty and integrity in the discharge of his duties?		

3. <b>DILIGENCE.</b> Does the CEO/President devote sufficient and productive time and effort to the management of the day-to-day affairs of the Company?					
4. <b>CORPORATE GOVERNANCE.</b> Does the CEO/President act in the best interest of the Company, its shareholders and other stakeholders, in a manner characterized by transparency, accountability and fairness?					
<i>If you've responded "no" to any of the foregoing items, please indicate the reason or areas for improvement. Other comments are also welcome.</i>					
<b>Instructions:</b> 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.					
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
○ Chief Risk Officer – Ms. Mischel Gabrielle O. Mendoza					
○ Chief Compliance Officer – Ms. Grace L. Gatdula (until September 2022)					
○ Chief Audit Executive – Ms. Anna Josefina G. Esteban					
<i>Kindly identify any areas for improvement in relation to the foregoing. Other comments are also welcome.</i>					
<b>V. OVERALL COMMENTS AND SUGGESTIONS</b>					
<i>Kindly identify any areas for improvement, such as training/continuing education programs or any other forms of assistance that you may need in the performance of your duties. Other comments are also welcome.</i>					