

**RESULTS OF THE 2020 PERFORMANCE ASSESSMENTS OF THE
BOARD OF DIRECTORS,
BOARD COMMITTEES, AND MANAGEMENT¹**
(Rating: 5 – Highest; 1 – Lowest)

A. RESULTS OF THE BOARD OF DIRECTORS' PERFORMANCE ASSESSMENT	
4.73	Fulfillment of Board's Key Responsibilities
4.82	Board-Management Relationship
4.73	Effectiveness of Board Processes and Meetings
4.83	Individual Performance of Board Members
B. RESULTS OF THE AUDIT & RISK OVERSIGHT COMMITTEE'S PERFORMANCE ASSESSMENT	
5.00	Quality and integrity of Company's Financial Statements and Financial Reporting
4.98	Effectiveness of the Company's Internal Control System
5.00	Independence & Performance of Company's Internal and External Auditor
5.00	Compliance with Accounting Standards, Legal and Regulatory Requirements, including the Company's Disclosure Policies and Procedures
5.00	Evaluation of Management's Process to Assess and Manage the Company's Enterprise Risk Issues
C. RESULTS OF THE CORPORATE GOVERNANCE COMMITTEE'S PERFORMANCE ASSESSMENT	
4.97	Oversight Responsibilities in Corporate Governance Development and Implementation
5.00	Recommendation of Continuous Education and Training
5.00	Effectiveness of the Nomination, Election and Employment Process of the Company
5.00	Transparency of Executive Remuneration
5.00	Reporting Process
5.00	Performance of Other Activities
D. RESULTS OF THE RELATED PARTY TRANSACTION COMMITTEE' PERFORMANCE ASSESSMENT	
5.00	Identification and Review of Related Party Transactions ("RPTs")
5.00	Periodic Disclosure and Review of RPTs
4.60	Performance of Other Activities
E. RESULTS OF THE MANAGEMENT'S PERFORMANCE ASSESSMENT	
4.86	Confidence of the Board in the Qualifications of the Management
4.71	Provision of Accurate Information by the Management to the Board
4.86	Ability of the Management to Execute of Approved Corporate Plans
4.71	Establishment and Maintenance of Internal Control Framework and Risk Management System
4.86	Promptness of the Response of the Management to Findings of the Internal Auditor
4.86	Formulation by the Management of Rules on Financial Reporting and Internal Control
4.86	Ability of the Management to Report, Communicate and Address Risk Exposures of the Company

¹As validated by the Compliance Officer and the Corporate Governance Committee, and approved during the Meetings of the Corporate Governance Committee and the Board of Directors both held on 06 May 2021.

F. RESULTS OF THE CHAIRMAN'S PERFORMANCE ASSESSMENT	
4.00	Personal Integrity and Excellence of the Chairman
4.00	Ability of the Chairman of the Board to ensure that the meetings of the Board are held in accordance with the by-laws of the Company
4.00	Supervision of the preparation of the agenda of the meeting in coordination with the Corporate Secretary, taking into consideration the suggestions of Management and the directors, and ascertains that the meeting agenda focuses on strategic matters including the overall risk appetite of the Company, considering the developments in the business and regulatory environments, key governance concerns, and contentious issues that will significantly affect operations
4.00	Facilitation by the Chairman of the Board of the discussions on key issues by fostering an environment conducive for constructive debate and leveraging on the skills and expertise of individual directors
4.00	Ability of the Chairman of the Board to ensure that the Board sufficiently challenges and inquires on reports submitted and representations made by Management
4.00	Ability of the Chairman of the Board to assure the availability of proper orientation for first-time directors and continuing training opportunities for all directors
4.00	Ability of the Chairman of the Board to ensure that performance of the Board is evaluated at least once a year and discussed/followed up
4.00	Ability of the Chairman to maintain qualitative and timely lines of communication and information between the Board and Management
G. RESULTS OF THE PRESIDENT AND CEO'S PERFORMANCE ASSESSMENT	
5.00	Personal Integrity and Excellence of the President and CEO
5.00	Ability of the President and CEO to Define, Communicate and Implement the Vision, Mission, Values and Overall Strategy of the Company
5.00	Efficiency and Effectiveness of the President and CEO in the General Supervision, Administration and Management of the Company
5.00	Integration by the President and CEO of the Current Business Requirements with Future Expansionary Prospects Within the Realm of Good Corporate Governance
5.00	Establishment by the President and CEO of Administrative, Operating and Training Programs for the Employees of the Company
5.00	Fulfillment of the President and CEO's Key Roles and Responsibilities
5.00	Accountability of the President and CEO for the Organizational and Procedural Controls of the Company