

**OVERALL RESULTS
BOARD-LEVEL COMMITTEE**

: CY 2025
: Corporate Governance Committee

No.	Criteria	% Weight	Score	Percentage	Equivalent Weight	Qualitative Rating
I	Functions and Responsibilities	30%	5.00	100.00	30.00	Superior
II	Structure	10%	5.00	100.00	10.00	Superior
III	Process	30%	5.00	100.00	30.00	Superior
IV	Performance	30%				
	Competence (10%)	10%	5.00	100.00	10.00	Superior
	Training (10%)	10%	5.00	100.00	10.00	Superior
	Attendance (10%)	10%	5.00	100.00	10.00	Superior
OVERALL RATING					100.00	Superior

Qualitative Rating =

80% - 84.99% - Acceptable
85% - 94.99% - Ideal
95% - 100% - Superior

Formula:

average score per category = sum of all average scores per director divided by the total number of directors multiplied by the percentage weight for each category

equivalent weight = Percentage score multiplied by % weight/category

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Secretary, Corporate Governance Committee

1. Functions and Responsibilities (30%)

Item Nos.	Name of Director				TOTAL	Average/ Item	%
	A	B	C	D			
	Dir. Teo	Dir. Damasco	Dir. Violan	Dir. Miñano			
1	5	5	5	5	20	5.00	100.00
2	5	5	5	5	20	5.00	100.00
3	5	5	5	5	20	5.00	100.00
4	5	5	5	5	20	5.00	100.00
TOTAL	20	20	20	20			
Average/Director	5	5	5	5			
%	100	100	100	100		5.00	100.00

II. Structure (10%)

Item Nos.	Name of Director				TOTAL	Average/ Item	%
	A	B	C	D			
	Dir. Teo	Dir. Damasco	Dir. Violan	Dir. Miñano			
1	5	5	5	5	20	5.00	100.00
2	5	5	5	5	20	5.00	100.00
3	5	5	5	5	20	5.00	100.00
TOTAL	15	15	15	15			
Average/Director	5	5	5	5			
%	100	100	100	100		5.00	100.00

III. Process (30%)

Item Nos.	Name of Director				TOTAL	Average/ Item	%
	A	B	C	D			
	Dir. Teo	Dir. Damasco	Dir. Violan	Dir. Miñano			
1	5	5	5	5	20	5.00	100.00
2	5	5	5	5	20	5.00	100.00
3	5	5	5	5	20	5.00	100.00
4	5	5	5	5	20	5.00	100.00
TOTAL	20	20	20	20			
Average/Director	5	5	5	5			
%	100	100	100	100		5.00	100.00

IV. Performance (30%)

A. Competence (10%)

Item Nos.	Name of Director				TOTAL	Average/ Item	%
	A	B	C	D			
	Dir. Teo	Dir. Damasco	Dir. Violan	Dir. Miñano			
1	5	5	5	5	20	5.00	100.00
2	5	5	5	5	20	5.00	100.00
3	5	5	5	5	20	5.00	100.00
TOTAL	15	15	15	15			
Average/Director	5	5	5	5			
%	100	100	100	100		5.00	100.00

B. Training (10%)

Item Nos.	Name of Director				TOTAL	Average/ Item	%
	A	B	C	D			
	Dir. Teo	Dir. Damasco	Dir. Violan	Dir. Miñano			
4	5	5	5	5	20	5.00	100.00
TOTAL	5	5	5	5			
Average/Director	5	5	5	5			
%	100	100	100	100		5.00	100.00

C. Attendance (10%)

Item Nos.	Name of Director				TOTAL	Average/ Item	%
	A	B	C	D			
	Dir. Teo	Dir. Damasco	Dir. Violan	Dir. Miñano			
5	5	5	5	5	20	5.00	100.00
TOTAL	5	5	5	5			
Average/Director	5	5	5	5			
%	100	100	100	100		5.00	100.00

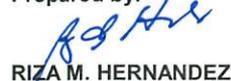
Formula:

Average per item =
Average per Director =

Score
sum of rates per category/total no. of directors
sum of rates per category/no. of items

Percentage
(ave.per item/5)*1
(ave.per director/5)*1

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Summary of Attendance
Board-Level Committee

: CY 2025
: Corporate Governance Committee

No.	Name of Director	Total No. of Meetings	No. of Meetings Attended	Percentage (%)
1	Roberto U. Teo	9	9	100%
2	Leticia V. Damasco	9	9	100%
3	Edgar Crisanto R. Violan	9	9	100%
4	Conrado S. Minano, Jr.	9	9	100%

Formula:

Percentage (%) =

No. of meetings attended/total no. of meetings

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