

**OVERALL RESULTS  
BOARD-LEVEL COMMITTEE**

: CY 2025  
Executive Committee

No.	Criteria	% Weight	Rating 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
<b>OVERALL RATING</b>					<b>100.00</b>	<b>Superior</b>

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

Prepared by:



**Joy T. Tan**  
Secretary, Executive Committee

I. Functions and Responsibilities (30%)

Item Nos.	Name of Director				TOTAL	Average/ Item	%
	A	B	C	D			
	Roberto U. Teo	Conrado S. Miñano, Jr.	Michael P. Arañas	Edgar Crisanto R. Violan			
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
<b>TOTAL</b>	20	20	20	20			
Average/Director	5	5	5	5			
%	100	100	100	100		5.00	100.00
Date Accomplished	12-Dec-2025	12-Dec-2025	12-Dec-2025	12-Dec-2025			

II. Structure (10%)

Item Nos.	Name of Director				TOTAL	Average/ Item	%
	A	B	C	D			
	Roberto U. Teo	Conrado S. Miñano, Jr.	Michael P. Arañas	Edgar Crisanto R. Violan			
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
<b>TOTAL</b>	15	15	15	15			
Average/Director	5	5	5	5			
%	100	100	100	100		5.00	100.00
Date Accomplished	12-Dec-2025	12-Dec-2025	12-Dec-2025	12-Dec-2025			

III. Process (30%)

Item Nos.	Name of Director				TOTAL	Average/ Item	%
	A	B	C	D			
	Roberto U. Teo	Conrado S. Miñano, Jr.	Michael P. Arañas	Edgar Crisanto R. Violan			
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
<b>TOTAL</b>	20	20	20	20			
Average/Director	5	5	5	5			
%	100	100	100	100		5.00	100.00
Date Accomplished	12-Dec-2025	12-Dec-2025	12-Dec-2025	12-Dec-2025			

IV. Performance (30%)

A. Competence (10%)

Item Nos.	Name of Director				TOTAL	Average/ Item	%
	A	B	C	D			
	Roberto U. Teo	Conrado S. Miñano, Jr.	Michael P. Arañas	Edgar Crisanto R. Violan			
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
<b>TOTAL</b>	15	15	15	15			
Average/Director	5	5	5	5			
%	100	100	100	100		5.00	100.00
Date Accomplished	12-Dec-2025	12-Dec-2025	12-Dec-2025	12-Dec-2025			

B. Training (10%)

Item Nos.	Name of Director				TOTAL	Average/ Item	%
	A	B	C	D			
	Roberto U. Teo	Conrado S. Miñano, Jr.	Michael P. Arañas	Edgar Crisanto R. Violan			
4	5	5	5	5	20	5.00	100.00
<b>TOTAL</b>	5	5	5	5			
Average/Director	5	5	5	5			
%	100	100	100	100		5.00	100.00
Date Accomplished	12-Dec-2025	12-Dec-2025	12-Dec-2025	12-Dec-2025			

C. Attendance (10%)

Item Nos.	Name of Director				TOTAL	Average/ Item	%
	A	B	C	D			
	Roberto U. Teo	Conrado S. Miñano, Jr.	Michael P. Arañas	Edgar Crisanto R. Violan			
5	5	5	5	5	20	5.00	100.00
<b>TOTAL</b>	5	5	5	5			
Average/Director	5	5	5	5			
%	100	100	100	100		5.00	100.00

Formula:

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

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

Prepared by:

  
Joy T. Tan  
Secretary, Executive Committee

**Summary of Attendance  
Board-Level Committee**

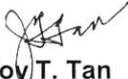
**: CY 2025  
Executive Committee**

No.	Name of Director	Total No. of Meetings	No. of Meetings Attended	Percentage (%)
1	Roberto U. Teo	13	13	100%
2	Conrado S. Miñano, Jr.	13	13	100%
3	Michael P. Arañas	13	13	100%
4	Edgar Crisanto R. Violan	13	13	100%
5	Fritz M. Salazar	7	7	100%

Formula:

Percentage (%) =  $\frac{\text{No. of meetings attended}}{\text{total no. of meetings}}$

Prepared by:

  
**Joy T. Tan**

Secretary, Executive Committee