

## PEER ASSESSMENT OF DIRECTORS *for* CY2022

Name :

Assessment Period :

**INSTRUCTION:**

Kindly check the response that best reflects your view.

**I. Performance Criteria**

A. Competence	RATING LEVELS	
	Strong	Adequate
1. Knowledge and ability to assess the organization's strategy, business plans, management and other key issues.		
2. Understanding of the long-term economic mission of the organization and its social responsibility.		
3. Ability to communicate thoughts, ideas and opinions on issues being discussed.		
4. Ability to draw from relevant experience to address issues faced by the organization.		
5. Gives specific direction to Management.		
B. Independence	RATING LEVELS	
	Strong	Adequate
1. Demonstrates no conflict of interest on issues confronting the organization.		
2. Ability to speak up on critical matters requiring objective opinion even if his views differ from others.		
3. Works well with other members while not necessarily always agreeing.		
4. Ability to listen with an open mind and sensitive to other opinions without compromising independent position.		
5. Supportive of a reasonable and independent directorate.		
6. Demonstrates integrity and high ethical standards.		
C. Preparedness as a Director	RATING LEVELS	
	Strong	Adequate
1. Understands his/her role as a Director and functions of the Board versus Management.		
2. Shows awareness of facts and issues on matters being deliberated during Board and Committee meeting.		
3. Comes to meetings prepared. Reads the minutes, reports and other materials in advance of the Board and committee meetings.		
4. Familiar with Management and the organization's facilities: a. Knows the key officers and managers of the organization. b. Visits facilities / offices.		
5. Understands the role, relevance, mandate as well as business and strategic plans of the company.		

D. Practice as a Director	RATING LEVELS	
	Strong	Adequate
1. Asks appropriate questions to Management so as to add value and encourage discussions of key issues.		
2. Attendance to all Board and Committee meetings of which he/she is a member.		
3. Understands the difference between governance responsibilities and day-to-day management.		
4. Ability to work effectively and constructively with Board colleagues and Management, and to work as a team player.		
5. Confidence and willingness to express ideas and engage in constructive discussion.		
6. Actively participates in decision making and willingness to make tough decisions.		
7. Decisive and resolves key issues.		
8. Makes a firm decision in a timely manner.		
9. Maintains confidentiality of all Board's decisions.		
E. Committee Activity	RATING LEVELS	
	Strong	Adequate
1. Manifests interest to participate as member of the Committee when nominated/appointed.		
2. Understands the process of Committee work, particularly its relations with executive management.		
3. Diligent and faithful in attending Committee meetings of which he/she is a member.		
4. Mindful of the order of business/order of Board/Committee proceedings.		
5. Focuses discussion on urgent/priority and relevant matters/items in the Agenda.		

OVERALL RATING \_\_\_\_\_  
ADJECTIVAL RATING \_\_\_\_\_

**II. REMARKS / COMMENTS:**

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**DIRECTOR**

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DATE

**Rating Levels:**

**Strong**

- Demonstrates **excellent level** of skills, ability or performance, etc.

**Adequate**

- Demonstrates an **effective level** of skills, ability or performance, etc.