

## CITEM BOARD AND BOARD COMMITTEE APPRAISAL SYSTEM

### RATIONALE

Pursuant to the Government-Owned or Controlled Corporations (GOCCs) Governance Act of 2011 and the Code of Corporate Governance for GOCCS, an Annual Performance Appraisal of the Board and Board Committees should be held using a systematic evaluation process. It is a necessary tool to enhance professionalism for Board members and to incentivize their devotion of effort and time to their duties. It shall also be instrumental in developing effective induction and training programs for new and incoming members of the Board and shall serve as a tool for the GCG to determine eligibility for reappointment.

In addition, thereto, this appraisal system was developed to complement the existing Directors Performance Review (DPR) employed by the GCG. The results hereof shall aid the CITEM Corporate Secretary and the CITEM Board in strengthening its efforts in adopting best Corporate Governance practices in the industry.

Results of the appraisal instrument shall be interpreted based on the Guidelines set forth on the matter and shall be treated with **utmost confidentiality**. Once accomplished, kindly submit this document to the Corporate Secretary.

### MINDSET FOR THE RESPONDENT

To help ensure that CITEM will receive relevant and useful feedback, we respectfully request the respondent to:

1. Be open on what one may be feeling, thinking, and hoping to attain moving forward; and
2. Be candid on the areas of strength, areas of growth, and areas for development.

### RATING GUIDE CHECKLIST

CRITERIA	STRONGLY AGREE (4)	AGREE (3)	DISAGREE (2)	STRONGLY DISAGREE (1)
Financial				
Governance				
Performance				
Process				
Management				
TOTAL SCORE	# OUT OF 20		DATE ACCOMPLISHED:	

## **PARTS OF THE APPRAISAL**

### **A. PART 1: SELF RELECTION**

- a. As a member of CITEM Board of Governors, I...
- b. Focuses on the Board Member's assessment on his/her sense of purpose and his/her disposition and role which must be coherent with CITEM's direction and goals.

### **B. PART 2: PEER INTERACTION AND OBSERVATION**

- a. My peers in the CITEM Board of Governors are...
- b. Focuses on the Board Member's assessment of fellow members in terms of their objectivity as well as the quality and manner of their recommendations.

### **C. PART 3: GROUP EVALUATION**

- a. As a Committee, the Governance and Remuneration Committee...
- b. As a Committee, the Risk and Audit Management Committee...
- c. Focuses on the Board Member's assessment of the role of the Board Committees as a collective body in manifesting the Vision, Mission, and Core Values of CITEM