

**RESULTS OF THE 2021 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	
4.6	Fulfillment of Board's Key Responsibilities
4.7	Board-Management Relationship
4.6	Effectiveness of Board Processes and Meetings
4.7	Individual Performance of Board Members
B. RESULTS OF THE AUDIT & RISK OVERSIGHT COMMITTEE'S PERFORMANCE ASSESSMENT	
4.6	Quality and integrity of Company's Financial Statements and Financial Reporting
4.6	Effectiveness of the Company's Internal Control System
4.6	Independence & Performance of Company's Internal and External Auditor
4.6	Compliance with Accounting Standards, Legal and Regulatory Requirements, including the Company's Disclosure Policies and Procedures
4.6	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	
4.3	Oversight Responsibilities in Corporate Governance Development and Implementation
4.6	Recommendation of Continuous Education and Training
4.6	Effectiveness of the Nomination, Election and Employment Process of the Company
4.6	Transparency of Executive Remuneration
4.6	Reporting Process
4.6	Performance of Other Activities
D. RESULTS OF THE RELATED PARTY TRANSACTION COMMITTEE' PERFORMANCE ASSESSMENT	
4.4	Identification and Review of Related Party Transactions ("RPTs")
4.4	Periodic Disclosure and Review of RPTs
4.4	Performance of Other Activities
E. RESULTS OF THE MANAGEMENT'S PERFORMANCE ASSESSMENT	
4.7	Confidence of the Board in the Qualifications of the Management
4.7	Provision of Accurate Information by the Management to the Board
4.6	Ability of the Management to Execute of Approved Corporate Plans
4.6	Establishment and Maintenance of Internal Control Framework and Risk Management System
4.6	Promptness of the Response of the Management to Findings of the Internal Auditor
4.7	Formulation by the Management of Rules on Financial Reporting and Internal Control
4.7	Ability of the Management to Report, Communicate and Address Risk Exposures of the Company

¹ As 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 01 May 2022.

F. RESULTS OF THE CEO'S SELF ASSESSMENT	
5.00	The President and Chief Executive Officer is a person of integrity who inspires respect and sets high personal standards in pursuing goals with an excellent level of personal drive and energy.
5.00	The President and Chief Executive Officer clearly defines, communicates, and implements the Corporation's vision, mission, values, and overall strategy, promoting any organizational or stakeholder change in relation to the same.
5.00	The President and Chief Executive Officer has been efficient and effective in his general supervision, administration and management of the business of the Corporation.
5.00	The President and Chief Executive Officer has integrated the dynamic requirements of the business as a going concern and future expansionary prospects within the realm of good corporate governance at all times.
5.00	The President and Chief Executive Officer has established general administrative and operating policies, and initiated and developed programs for management training and development, as well as executive compensation plans, serving as the interface between the Board and the employees providing timely information and also acts as a builder of corporate culture and motivator of the employees of the Corporation
	The CEO has performed the following functions:
5.00	a. determination of the Corporation's strategic direction and formulation and implementation of its strategic plan on the direction of the business;
5.00	b. oversight of the operations of the Corporation and management of human and financial resources in accordance with the strategic plan;
5.00	c. possession of a good working knowledge of the Corporation's industry and market, including updates with regard to its core business purpose;
5.00	d. direction, evaluation and guidance of work of the key officers of the Corporation;
5.00	e. prudent management of the Corporation's resources and maintenance of a proper balance of the same; and
5.00	f. functioning as the link between internal operations and external stakeholders.
5.00	The President and Chief Executive Officer has been accountable for the Corporation's organization and procedural controls.