



2023 BOARD OF DIRECTORS' PERFORMANCE EVALUATION OF THE PRESIDENT/CEO

In line with corporate governance best practices and in accordance with the key mandate of the Board of Directors, Asia Pacific Medical Center – Aklan Inc. formulated a President/CEO Performance Evaluation Criteria to enable the Board to periodically identify overall strengths and specific areas for improvements based on results of assessment , and to obtain important feedback and views from the members of the Board which will serve as one of the basis for the Company's overall strategy , performance and or future directions or endeavors.

The 2023 Board of Directors were asked to evaluate how well the President/CEO has performed for each criterion anchored on its Revised Manual on Corporate Governance such as Structure, Leadership Roles and Responsibilities, Internal Control, Code of Conduct and Other Governance Policies, Independence, Stewardship, Resources, Monitoring, Reporting and Disclosures and Shareholder Benefits and indicate rating using the scale of 1 to 5, (1- Poor, 2- Below Average, 3- Average, 4- Above Average and 5- Excellent). Below is the result of the Performance Evaluation of the President/CEO conducted by the 2023 BOD based on the aforementioned criteria.

Annex D (Board of Directors' Performance Evaluation of the President/CEO)	RATINGS
I. Leadership	
1. Leads in the formulation of the rules and procedures on financial reporting and internal control.	4.59
2. Supervises, directs, controls and manages the business operations, affairs and properties of the Company in a sound and prudent manner.	3,75
3. Consistently makes decisions that enable the Company achieve its goals better.	4.17
4. Commits to the fundamental principles of good corporate governance and supports the Board in its governance duties.	4.59
II. Working with the Board	
1. Helps the Board establish the Company's vision, mission, strategic objectives, policies and procedures, including mechanisms for effective monitoring of Management's performance.	4.59
2. Maintains an effective working relationship with the Chairman and members of the Board of Directors.	4.17
3. Provides the Board complete, adequate and timely information on plans, performance, issues, developments and opportunities which would enable it to make appropriate decisions or directions.	4.59
4. Ensures that all resolutions and directions of the Board are carried into effect.	4.59





III. Management	
1. Participates in the formulation and implementation of sound strategic policies and guidelines on major capital expenditures, business strategies, plans and policies.	4.59
2. Effectively monitors the key risks areas and performance indicators to enable the Company to anticipate and prepare for the possible threats to its operational and financial viability.	4.17
3. Regularly monitors the adequacy and effectiveness of the Company's financial reporting, governance, operations, and information systems, including the reliability and integrity of the financial and operational information.	4.17
4. Ensures the implementation of the compensation and succession plans and professional development programs for employees.	4.17
5. Ensures that the Company is supported by effective process for planning, communicating, measuring, governing, delivering quality, and providing for a safe work environment.	4.17
6. Delegates effectively to members of the senior management team and other officers.	4.17
IV. Communication/Relationship	
1. Maintains good interpersonal relationships with the chairman, other board members, executives, other employees, and key stakeholders.	3.75
2. Communicates effectively with the stakeholders the Company's goals, objectives, strategies, standards, policies, rules and procedures.	4.17
3. Ensures open communication links with its customers, suppliers, contractors, regulators and other agencies of the government and solicits feedback from the Company's stakeholders including employees at all levels as input to the direction and operation of the Company.	4.17
4. Exercises oversight responsibility over the investor relations program that keep the stakeholders informed of the important developments in the Company.	4.17

This is to certify that the ratings in this appraisal/performance report are true and correct results of the self-assessment made by 2023 Board of Directors.

MARSHA LOURDES P. CONANAN-MORATO
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