



## LBP Resources and Development Corporation

Formerly: LB (Land Bank) Realty Development Corporation

A Subsidiary of the Land Bank of the Philippines

VAT Reg. TIN 000-129-546

**BS EN ISO 9001:2015**

A PEZA Accredited Corporation



### BOARD OF DIRECTORS PERFORMANCE EVALUATION

**General Policy (Section 13. Annual Performance Evaluation Manual on Corporate Governance)**

Section 13.1 For Board of Directors Annual Performance Evaluation of the Board. A systematic evaluation process of the Board shall be developed as provided in Section 17 of GCG M.C. No. 2012-07, on the Code of Corporate Governance for GOCCs and by GCG Memorandum Circular No. 2014-03, Performance Evaluation for Directors (PED) in the GOCC Sector.

According to the above-quoted provision, the Office of the Undersigned crafted and administered this evaluation.

#### Self-Assessment Questionnaire:

Dear Board Director:

Enclosed is the self-assessment questionnaire for the performance of the LBRDC Board of Directors for the period stated. This rating instrument includes questions on the following:

- Performance of Individual Board Members
- Fulfillment of the Board's Key Responsibilities
- Quality of Board–Management Relationship
- Effectiveness of Board Processes and Meetings
- Board Structure

Please read each statement and rank your response based on a 5-point scale. A rating of “5” indicates that you strongly agree with the statement and “1” indicates that you strongly disagree with the statement, hence:

#### Rating Remarks

5 Strongly Agree

4 Agree

3 Somewhat Agree

2 Disagree

1 Strongly Disagree

Also, if applies, we have provided a REMARKS column for your further comments. Rest assured that the accomplished self-assessment questionnaire will be treated with the utmost confidentiality. A summary report will be distributed to the members of the LBRDC Board of Directors, through the Office of the Secretary, after the tabulation and evaluation of the results.

Thank you.

Office of the Corporate Secretary



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Checklist	Rating					Remarks
	1	2	3	4	5	
<b>PERFORMANCE OF INDIVIDUAL DIRECTORS (5%)</b>						
1. I actively participate in Board meetings.						
2. I scrutinize and analyze key agenda items for Board meetings ahead of time.						
3. I think and act independently in all my decisions as a member of the Board of Directors.						
4. I speak up on critical matters requiring objective opinion even if my views differ from the norm.						
5. I know the role of the Board in strategy formulation, analysis, and implementation, and the distinction from that of management.						
6. I fully reveal conflicts of interest?						
7. I abstain from participating or voting when potential or actual conflicts of interest are found.						
8. I have a good record of Board and committee meeting attendance.						
9. I am always punctual for Board and committee meetings.						
10. I seek additional knowledge relevant to my directorship.						
<b>FULFILLMENT OF BOARD'S KEY RESPONSIBILITIES (45%)</b>						
1. Does the Board demonstrate commitment to good corporate governance practices and provide oversight to ensure that the Corporation is operated in a moral, legal, and ethical manner, and that decisions are carried out by applicable laws and by its by-laws and policies?						
2. Has the Board established a clear strategic direction for the Corporation?						
3. Is the Board proactive in formulating policies to direct management toward effective strategy formulation?						
4. Does the Board review and approve the annual capital and operating budget?						
5. Does it effectively monitor performance against budget throughout the year?						
6. Has the Board asked for clear measures by which to track progress in the Corporation's pursuit of its targets?						
7. Has the Board asked for clear targets including set timelines of specific initiatives and action programs to support the Corporation's targets?						
8. Is the culture of governance and responsibility continuously being strengthened in the Corporation?						
9. Has the Board formulated policies on corporate incentives, rewards, and recognition?						



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	1	2	3	4	5	
10. Does the Board undertake an annual performance evaluation of the President and CEO?						
<b>QUALITY OF BOARD-MANAGEMENT RELATIONSHIP (2%)</b>						
1. Is there a clear understanding of where the role of the Board ends and where that of the CEO/management begins?						
2. Has the Board discussed and approved the CEO's Key Result Areas and regularly reviewed the performance of the CEO?						
3. Has the Board actively challenged the CEO / Management to understand the business better and to drive improvements in the Corporation's performance? Is there a frank and open two-way discussion that fosters critical thinking and incisive questioning?						
<b>EFFECTIVENESS OF THE BOARD PROCESSES AND MEETINGS (45%)</b>						
1. Does the Chair engage the participation of all members of the Board, particularly getting them to contribute to strategy formulation and oversight of strategy execution?						
2. Does the Chair ensure that the President and CEO have enough discretion so that management takes on the responsibility for executing strategy?						
3. Does the President and CEO keep the Board fully informed of progress and problems arising from strategy execution?						
4. Does the Board give the President and CEO sufficient direction but enough authority and responsibility to lead and manage the organization successfully?						
5. Are members of the Board given enough opportunity to engage in open dialogue so they would be part of the Board decision-making process?						
6. Does the Board conduct regular meetings every month?						
7. Do Board Committees meet regularly and are their minutes regularly submitted and confirmed by the Board?						
8. Are the minutes of the meetings duly taken and show details of deliberation, particularly positions of directors on key issues?						
9. Do Directors have a right and duty to bring to the attention of the Board any serious or material matters which are of concern to them?						



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	1	2	3	4	5	
10. Does the Board have a clear delegation of authority to senior management and regularly review management effectiveness?						
<b>BOARD STRUCTURE (3%)</b>						
1. Does the Board have independent directors?						
2. Have Board Committees (Audit Committee, Risk Management Committee, Corporate Governance Committee) been set up, and are they functioning properly, at least by meeting regularly, following the written charters specified for their duties?						
3. Are members of the Board Committees independent in their actions and contributions as they discharge their committee duties?						
4. Is the Board effectively living up to its duties towards the stockholder of the Corporation, the Land Bank of the Philippines?						
5. Rate the diversity of the Board in terms of their educational attainment, work experience, and background: 1 – insufficient 2 – needs improvement 3 – acceptable 4 – good 5 – excellent diversity						

Name of the Board Director: \_\_\_\_\_

Signature: \_\_\_\_\_

Date Accomplished \_\_\_\_\_

The final scores:

95% - 100% - Excellent

90% - 94.99.99% - Very Good

85% - 89.99% - Good

80% - 84.99 – Fair