



**BELLE CORPORATION**

2017 Evaluation of the Board / Individual Directors / Committees / Chairman / President / CO / CRO / CAE

Name:

**PART I.**

*Instructions: Please rate your individual performance (self-rating) as well as your perception on the Board's collective performance for the year **2017** on a scale of 1 to 5, with 5 being the highest.*

<p><b>INDEPENDENCE.</b> A director should exercise independent judgment. He should view each problem/situation objectively and support plans and ideas which he believes are beneficial to the Company.</p>	<b>Self-Rating</b>	<b>Collective Board Rating</b>
<p><b>LEADERSHIP.</b> A director should provide advice, counsel and direction on the Company's plans and strategies. He should exercise leadership in directing the Company towards sustained progress over the long term.</p>	<b>Self-Rating</b>	<b>Collective Board Rating</b>
<p><b>EXPERTISE.</b> A director should have a working knowledge of the statutory and regulatory requirements affecting the Company. This includes a firm knowledge of the requirements of regulatory agencies for the conduct of the Company's business. He should also be able to draw on his experience to advise the Company on its strategy, business plans and key issues.</p>	<b>Self-Rating</b>	<b>Collective Board Rating</b>
<p><b>CORPORATE GOVERNANCE.</b> A director should act in the best interests of the Company, its shareholders and other stakeholders, in a manner characterized by transparency, accountability and fairness. He is responsible for ensuring the presence and adequacy of internal control mechanisms for good governance.</p>	<b>Self-Rating</b>	<b>Collective Board Rating</b>

**OTHER COMMENTS**

Kindly also rate the following on a scale of 1 to 5, with 5 being the highest.

<p><b>INFORMATION TO THE BOARD.</b> Are you satisfied with the quality, quantity and timing of information sent and/or presented to the Board? Is the information given to you sufficient to allow you to understand, evaluate and advise on the relevant issues facing the Company?</p>	<b>Rating</b>
<p><b>CONDUCT OF MEETINGS.</b> Are scheduled Board meetings sufficiently frequent to allow directors to discuss the Company's performance and major issues affecting it? Are meetings conducted in such a way as to allow the directors to effectively communicate their concerns and recommendations to the management?</p>	<b>Rating</b>

**TRAINING.** Please let us know what trainings, programs or any other assistance you need in the performance of your duties as director.

Please write down any other comments you may have in relation to the foregoing.

<p><b>BOARD COMMITTEES.</b> How important are different committees for the Board's proper functioning?</p>	<b>Rating</b>
1. Executive Committee	
2. Audit Committee	
3. Corporate Governance Committee	
4. Risk Oversight Committee	
5. Related Party Transactions Committee	
6. Compensation and Remuneration Committee	



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**PART II.**

*Instructions: Please rate the performance of the **Chairman, Jose T. Sio** for year **2017** on a scale of 1 to 5, with 5 being the highest.*

<b>LEADERSHIP.</b> The Chairman should lead the Company towards the attainment of its vision and mission, strategic objectives, policies and procedures, with the end in view of achieving the Company's long-term success and sustained competitiveness.	<b>Rating</b>
<b>INTEGRITY.</b> The Chairman should conduct himself with utmost honesty and integrity in the discharge of his duties. He assumes certain responsibilities to different stakeholders, who have the right to expect that the Company is being run in a prudent and sound manner.	<b>Rating</b>
<b>DILIGENCE.</b> The Chairman should devote sufficient time and effort to manage the day-to-day affairs of the company. He should be constantly aware of the Company's condition and have a high level of motivation, competence and professionalism to perform his responsibilities.	<b>Rating</b>

Please write down any other comments you may have in relation to the foregoing.

*Instructions: Please rate the performance of the **President, Manuel A. Gana** for the year **2017** on a scale of 1 to 5, with 5 being the highest.*

<b>LEADERSHIP.</b> The President should lead the Company towards the attainment of its vision and mission, strategic objectives, policies and procedures, with the end in view of achieving the Company's long-term success and sustained competitiveness.	<b>Rating</b>
<b>INTEGRITY.</b> The President should conduct himself with utmost honesty and integrity in the discharge of his duties. He assumes certain responsibilities to different stakeholders, who have the right to expect that the Company is being run in a prudent and sound manner.	<b>Rating</b>
<b>DILIGENCE.</b> The President should devote sufficient time and effort to manage the day-to-day affairs of the company. He should be constantly aware of the Company's condition and have a high level of motivation, competence and professionalism to perform his responsibilities.	<b>Rating</b>

Please write down any other comments you may have in relation to the foregoing.

*Instructions: Please rate the performance of the following officers for the year **2017** on a scale of 1 to 5, with 5 being the highest.*

<b>COMPLIANCE OFFICER</b> Jackson T. Ongsip	<b>Rating</b>	<b>INTEGRITY</b>	<b>DILIGENCE</b>	<b>CORPORATE GOVERNANCE</b>
<b>CHIEF RISK OFFICER</b> Jackson T. Ongsip	<b>Rating</b>	<b>INTEGRITY</b>	<b>DILIGENCE</b>	<b>CORPORATE GOVERNANCE</b>
<b>CHIEF AUDIT EXECUTIVE</b> Vergel C. Glorioso	<b>Rating</b>	<b>INTEGRITY</b>	<b>DILIGENCE</b>	<b>CORPORATE GOVERNANCE</b>

Please write down any other comments you may have in relation to the foregoing.