



**PHILIPPINE AXA LIFE INSURANCE CORPORATION
ANNUAL ASSESSMENT OF BOARD PERFORMANCE**

**RATING SHEET FOR INDIVIDUAL DIRECTORS
(SELF-ASSESSMENT)**

RATING CODE: 1-NEEDS IMPROVEMENT, 2-ADEQUATE, 3-EXCELLENT

A. DUTY OF OBEDIENCE	RATING:
a. Do I have a copy of the Company's Articles of Incorporation and By-Laws? And have I read and understood the same?	
b. Am I up-to-date with respect to regulatory issuances?	
c. Do I keep myself informed of industry developments and business trends?	
AVERAGE:	
B. DUTY OF DILIGENCE	
a. Do I devote time and attention to properly discharge my duties and responsibilities?	
b. Do I devote sufficient time to familiarize myself with the Company's business?	
c. Do I attend and actively participate in the Board and committee meetings, request and review meeting materials, ask questions and request explanations?	
d. Do I act judiciously by thoroughly evaluating the issues, asking questions and seeking clarification when necessary?	
e. Do I exercise independent judgment by viewing each problem/situation objectively? In case of disagreement, do I state my position clearly even though it may be unpopular?	
AVERAGE:	
C. DUTY OF LOYALTY	
a. Do I act fairly and ensure that personal interest does not bias Board decisions?	
b. Do I avoid conflict of interest? Or if it cannot be avoided, is the transaction done in regular course of business and upon terms not less favorable to the Company than those offered to others?	
c. Do I act honestly and in good faith, with loyalty and in the best interest of the Company and other stakeholders?	
d. Do I observe confidentiality with respect to non-public information acquired by reason of my position as director, which should not be disclosed without authority of the Board?	
AVERAGE:	

Director's Name and Signature:

Date:



PHILIPPINE AXA LIFE INSURANCE CORPORATION ANNUAL ASSESSMENT OF BOARD PERFORMANCE

RATING SHEET FOR THE BOARD OF DIRECTORS AND ITS COMMITTEES

RATING CODE: 1-NEEDS IMPROVEMENT, 2-ADEQUATE, 3-EXCELLENT

LEADING PRACTICES AND PRINCIPLES ON GOOD CORPORATE GOVERNANCE	
A. BOARD ROLES, RESPONSIBILITIES, AND SKILLS	RATING:
a. The Board has at least two (2) independent director/s.	
b. The Board has a balance of executive and non-executive directors, including independent non-executives such that no individual or small group or individuals can dominate the Board's decision-making.	
c. The Board has guidelines for its directors on the number of membership in the other corporate boards, which are being followed.	
d. The Board has, collectively, a mix of appropriate skills, knowledge and experience.	
e. The powers, roles, responsibilities and accountabilities between the Board, the Chief Executive Officer and management are clearly defined.	
f. The Board establishes the corporation's vision and mission, strategic objectives, policies and procedures that guide and direct the activities of the company and the means to attain the same as well as mechanism for monitoring management's performance.	
g. There is a good understanding of management's responsibilities in relation to internal control.	
h. The decisions that are being made by the Board are clearly documented and understood.	
AVERAGE:	
B. INDEPENDENCE	
a. The majority of the Board is independent of the Chief Executive Officer, management team and commercial dealings with the organization.	
b. There are sufficient numbers on the Board to achieve independence, but not too much to become inefficient.	
AVERAGE:	

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C. BOARD RESOURCES	
a. The Board members have access to independent professional advice to enable them to discharge their duties.	
AVERAGE:	
D. BOARD PERFORMANCE	
a. There are mechanisms to monitor the performance of the Board and individual Board members.	
AVERAGE:	
E. BOARD COMMITTEES	
a. The Risk Management Audit and Compliance Committee performs its tasks according to the Terms of Reference.	
b. The Investment Committee performs its tasks according to the Terms of Reference.	
c. The Remuneration Committee performs its tasks according to the Terms of Reference.	
d. The Nomination Committee performs its tasks according to the Terms of Reference.	
AVERAGE:	
TOTAL AVERAGE:	

Director's Name and Signature:

Date:



redefining / standards

PHILIPPINE AXA LIFE INSURANCE CORPORATION ANNUAL ASSESSMENT OF BOARD PERFORMANCE

OVERALL RATING SHEET

RATING CODE: 1-NEEDS IMPROVEMENT, 2-ADEQUATE, 3-EXCELLENT

OVERALL RATING	
	RATING:
What is your overall rating for the performance of the Board as a body?	
What is your overall rating for the performance of the Audit and Compliance Committee?	
What is your overall rating for the performance of the Investment Committee?	
What is your overall rating for the performance of the Remuneration Committee?	
What is your overall rating for the performance of the Nomination Committee?	
What is your overall rating for the performance of the President and CEO?	
What is your overall rating for the performance of the Chairman of the Board?	

Director's Name and Signature:

Date:

AXA Philippines

34th Floor, GT Tower International, 6813 Ayala Ave. cor H. V. Dela Costa St., Makati City, Philippines 1227
Trunkline: +63 2 885 0101 • Customer Service Hotline: +63 2 5815 292 (AXA) / +63 2 3231 291 (AXA)