

ECTRIFICATION ADMINISTRATION 'The 1st Performance Governance System-Institutionalized National Government Agency' 57 NIA Road, Government Center, Diliman, Quezon City 1100

Board of Administrators Self-Assessment

As part of the Continual Improvement of the Board of Administrators, its members shall conduct an annual self-rating to measure the performance of the Board and Management by accomplishing the Board Self-Assessment Questionnaire.

Self-Assessment Questionnaire:

This rating instrument includes questions on the following:

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

The final scores: 80% - 84.99% acceptable 85% - 94.99% ideal 95% - 100% superior

Evaluating your performance as a member of the Board is a crucial tool that allows you to review your responsibilities and identify your strengths and areas for improvement, and help you to set goals for a more effective performance.

Please read each statement and rank your response on a 5-point scale:

- 1 No, I strongly disagree. This is not practiced.
- 2 No, but there are efforts to do so.
- 3 Undecided.
- 4 Yes, I agree, but there is room for improvement.
- 5 Yes, I strongly agree.

Please be as frank and candid as possible in your ratings and comments. Rest assured that confidentiality will be maintained at all times.

Checklist	Rating				
Performance of Individual Board Member (5%)	1	2	3	4	5
1. Do I actively participate in Board meetings?					
2. Do I scrutinize and analyze key agenda items for Board					
meetings beforehand?					
3. Do I think and act independently in all my decisions as a					
member of the Board of Administrators?					1
4. Do I speak up on critical matters requiring objective					
opinion even if my views differ from the norm?					6/1
5. Do I know the role of the Board in strategy formulation,					
analysis, and implementation, and the distinction from that of					
management?		4			







(5%)

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Fulfillment of Board's Key Responsibilities (45%)	1	2	3	4	5
1. Does the Board demonstrate commitment to good					
corporate governance practices and provide oversight to					
ensure that the Agency is operated in a moral, legal, and					
ethical manner, and that decisions are carried out in					
accordance with applicable laws and by its own by-laws					
and policies?					
2. Has the Board established a clear strategic direction for					
the Agency?					
3. Is the Board proactive in formulating policies to direct					
management towards effective strategy formulation?					
4. Does the Board review and approve the annual capital					
and operating budget? Does it effectively monitor					
performance against budget throughout the year?					
5. Has the Board asked for clear measures by which to					
track progress in the Agency's pursuit of its targets?					
6. Has the Board asked for clear targets including set					
timelines of specific initiatives and action programs to					
support the Agency's targets?					
7. Does the Board regularly consider the performance of			- A.	9	
peer or comparable companies in tracking the Agency's			1 Low	17	
performance and uses these as benchmarks for			<i>.</i>	1	
management?					
8. Is the culture of governance and responsibility					
continuously being strengthened in the Agency?	1				
9. Has the Board formulated policies on corporate					
incentives, rewards, and recognition?					
10. Does the Board undertake an annual performance					
evaluation of the Administrator?	1				
Sub-total (45%)	1				

Sub-total (45%)

Quality of Board – Management Relationship (5%)	1	2	3	4	5
1. Is there a clear understanding of where the role of the					
Board ends and where that of the					
Administrator/Management begins?					

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2. Has the Board discussed and approved the		
Administrator's Key Result Areas and regularly reviews the		
performance of the Administrator?		
3. Has the Board actively challenged the		
Administrator/Management in order to understand the		
business better and to drive improvements in the Agency's		
performance? Is there a frank and open two-way discussion		
which fosters critical thinking and incisive questioning?		
Sub-total (5%)	·	÷

Effectiveness of Board Processes and Meetings (40%)	1	2	3	4	5
1. Does the Chairman engage the participation of all				1	
members of the Board, particularly getting them to contribute					
to strategy formulation and oversight of strategy execution?					
2. Does the Chairman ensure that the Administrator has					
enough discretion so that management takes on the					
responsibility for executing strategy?					
3. Does the Administrator keep the Board fully informed of					
progress and problems arising from strategy execution?					
4. Does the Board give the Administrator 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 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 Board					
members on key issues?				211	
9. Do Board members have a right and duty to bring to the			8Y	1/	
attention of the Board any serious or material matters which				1	
are of concern to them?					
10. Does the Board have a clear delegation of authority to					
senior management and regularly reviews management					
effectiveness?					
Sub-total (40%)					

Board Structure (5%)	1	2	3	4	5
1. Does the Board have independent members?					
2. Have Board Committees been set up, and are they					
functioning properly, at least by meeting regularly, following					
the written charters specified for their duties?					

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 3. Are members of the Board Committees independent in their actions and contributions as they discharge their Committee duties?
 Image: Committee duties?

 4. Is the Board effectively living up to its duties towards the stakeholders of the Agency, the Electric Cooperatives?
 Image: Committee duties?

 5. Rate the diversity of the Board in terms of their educational attainment, work experience, and background:
 Image: Committee duties?

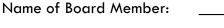
 1 - insufficient
 Image: Committee duties
 Image: Committee duties

 3 - acceptable
 Image: Committee duties
 Image: Committee duties

 4 - good
 Image: Committee duties
 Image: Committee duties

 Sub-total (40%)
 Image: Committee duties
 Image: Committee duties

Comments, Observations & Suggestions:



Signature:

Date accomplished:









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