



CEO ASSESSMENT QUESTIONNAIRE

| | |
|-------------------|--|
| Name of Assessor: | |
| Date Completed: | |
| Period Covered: | |

This Chief Executive Officer (CEO) Assessment Questionnaire is composed of varying statements based on the roles, functions and responsibilities of the CEO of the Company. Please evaluate how well the CEO has performed for each criterion and indicate the rating at the appropriate box using the following rating scale:

| <u>Rating</u> | <u>Definition</u> |
|---------------|----------------------|
| <u>5</u> | <u>Excellent</u> |
| <u>4</u> | <u>Above Average</u> |
| <u>3</u> | <u>Average</u> |
| <u>2</u> | <u>Below Average</u> |
| <u>1</u> | <u>Poor</u> |

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| | Criterion | Rating | Remarks |
|--------------------|---|--------|---------|
| PERSONAL QUALITIES | | | |
| 1 | The CEO is a person of integrity. | | |
| 2 | The CEO has the respect of his peers within the business community. | | |
| 3 | The CEO sets high personal standards and pursues goals with a high level of personal drive and energy. | | |
| LEADERSHIP SKILLS | | | |
| 4 | The CEO clearly defines, communicates, and implements the vision, mission, values and overall strategy of the organization. | | |
| 5 | Strategic Thinking. The CEO demonstrates a broad-based view of issues, events, and activities, in order to develop organizational strategies. | | |
| 6 | The CEO creates strategies to balance short-term requirements with long-term business plans consistent with the <u>Company's</u> vision and mission. | | |
| 7 | Business Leadership. The CEO <u>supervises, directs, controls and manages the business operations, affairs and properties of the Company in a sound and prudent manner.</u> | | |
| 8 | <u>Planning, Prioritizing and Maintaining Focus.</u> The CEO clarifies roles and responsibilities, sets priorities and milestones and is not distracted by unimportant details or activities. | | |
| 9 | Analytical Thinking and Decision Making. The CEO analyses issues and breaks them down into their component parts and examines issues from different perspectives. | | |
| 10 | Innovation. The CEO <u>creates new and imaginative approaches to work-related issues</u> and shows willingness to question traditional assumptions. | | |
| 11 | Corporate Social Responsibility. The CEO actively promotes the Company's CSR programs and activities in close coordination with the Aboitiz Foundation. | | |

| MANAGERIAL SKILLS: Building Commitment | | | |
|--|--|--|--|
| 12 | Catalyzing Teams. The CEO effectively catalyzes in building and maintaining teams' achievement of business goals. | | |
| 13 | People Development. The CEO <u>ensures the implementation of the compensation and succession plans and professional development programs for employees.</u> | | |
| 14 | Communication. The CEO clearly conveys information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message. | | |
| 15 | Building Partnerships and Networking. The CEO actively identifies opportunities and takes action in building strategic relationships between one's area and other areas, teams, departments, units or organizations to help achieve business goals. | | |
| 16 | Motivating Others. The CEO <u>builds the corporate culture and motivates the employees of the Company.</u> | | |
| MANAGERIAL SKILLS: Ensuring Execution | | | |
| 17 | Leading Change. The CEO continuously uses change management skills and abilities to seek opportunities for different and innovative approaches to addressing organizational problems and opportunities. | | |
| 18 | <u>Stakeholder</u> Focus. The CEO <u>ensures open communication with and solicits feedback from the Company's stakeholders including employees at all levels as input to the direction and operation of the Company.</u> | | |
| 19 | Managing Performance. The CEO <u>directs, evaluates and guides the work of the Corporate Officers of the Company.</u> | | |
| 20 | Resilience. The CEO maintains effective work behavior in the face of setbacks or pressure. He remains calm, stable and in control, regardless of pressure. | | |

| BOARD RELATIONS | | | |
|---|--|--|--|
| 21 | The CEO works with the Board in developing the <u>Company's mission, vision, long- and short-range strategic plans, and policies and procedures.</u> | | |
| 22 | The CEO works with the Board to create an optimal governance environment. | | |
| 23 | The CEO <u>provides</u> the Board <u>complete, adequate and timely information</u> on Company plans, performance, issues, <u>developments</u> and opportunities <u>which would enable the Board to make appropriate decisions or directions.</u> | | |
| 24 | The CEO executes the philosophy and direction provided by the Board of Directors. | | |
| 25 | The CEO <u>maintains an effective working relationship with the Chairman and members of the Board of Directors.</u> | | |
| FINANCIAL MANAGEMENT | | | |
| 26 | The CEO has a solid, up-to-date understanding of the Company's financial statements and other measures relevant to its business and financial situation. | | |
| 27 | The CEO is supported by a qualified and competent Chief Financial Officer who has a day-to-day accountability for managing and monitoring the Company's finances. | | |
| 28 | The CEO understands the concept of value creation and makes decisions on where to allocate resources based on maximizing value to the organization. | | |
| 29 | The CEO ensures that the organization's financial records are accurate and up-to-date. | | |
| Overall, I am very satisfied with the performance of the CEO. | | | |

QUESTIONS:

In your opinion, what are the major accomplishments of the CEO over the past year and what trait/skills did he exhibit in making them happen? (List 2 – 3 examples)

| Major Accomplishment | Trait/Skills Exhibited |
|----------------------|------------------------|
| | |
| | |
| | |

What area/s, if any, could the CEO improve on his personal performance?

What assistance or resources are needed to address his developmental needs?

Please share other comments you may have regarding the CEO.

Thank you spending time accomplishing this evaluation form.