

## CORPORATE GOVERNANCE SCORECARD REPORT A

| COMPONENT                          |      | GOCC SUBMISSION   |     |   | GCG VALIDATION  |     |   |     |          |
|------------------------------------|------|---|-----|---|---|-----|---|-----|----------|
| GRP                                | ITEM | QUESTION  | ANS | GUIDE   | COMPLIANCE  | ANS | REFERENCE LINK/SUPPORTING DOCUMENTS   | ANS | Comments |
| <b>I. Stakeholder Relationship</b> |      |   |     |   |   |     |   |     |          |
| I                                  | 1.a  | Does the GOCC disclose a policy that: Stipulates the existence and scope of its effort to address customer's welfare? | Y   | <p>The GOCC must 1.) identify its stakeholders and 2.) state the policies that were created for the welfare of its customers.</p> <p>The stated policies must not be ambiguous and should include their underlying principles and guidelines.</p> | <p>Article XII, Section 2 of the PDIC Code of Corporate Governance states:</p> <p>"Given this State policy and PDIC's mandates, PDIC recognizes its stakeholders and undertakes to do the following:</p> <p>a. Depositing Public – Ensure that all valid deposit insurance claims are paid at the soonest possible time in accordance with international best practices and standards, continue to find ways to enhance the processing of deposit insurance claims, and preserve the growth of and protect the Deposit Insurance Fund.</p> <p>b. Member Banks – Help strengthen the banking system through the:</p> <p>1) Issuance of regulations to implement the PDIC Charter,<br/> 2) Conduct of bank examination and investigation to determine a bank's financial health and adherence to rules and regulations imposed by the Bangko Sentral ng Pilipinas and by PDIC,<br/> 3) Extension of financial assistance to distressed banks as may be necessary and up to the limits imposed by law, and<br/> 4) Investigation and prosecution of unsafe and/or unsound banking practices and fraud committed in banks.</p> <p>c. Creditors of Banks Under Receivership or Liquidation – Facilitate the distribution of the assets of the closed bank to its creditors in accordance with the Rules on Concurrence and Preference of Credits through the efficient management of the assets and affairs of the bank.</p> <p>d. General Public – Promote financial literacy, conduct public awareness programs that inform about PDIC and the benefits of saving money in a bank, as well as educate them on unsafe and/or unsound banking practices.</p> <p>e. State/National Government – Effectively implement the policy of the State to strengthen the mandatory deposit insurance coverage system to generate, preserve, maintain faith and confidence in the country's banking system, and protect it from illegal schemes and machinations, and perform its mandates.</p> | Y   | <a href="http://www.pdic.gov.ph/files/CGO/code-corp-governance.pdf#page=27">http://www.pdic.gov.ph/files/CGO/code-corp-governance.pdf#page=27</a> |     |          |
| I                                  | 1.b  | Does the GOCC disclose a policy that: Elaborates its efforts to interact with the communities in which they operate?  | Y   | <p>The GOCC must clearly identify its policy on interacting with the communities around it.</p> <p>The identified policy must not be ambiguous and should include its principles and guidelines.</p>  | <p>Article XII, Section 2 of the PDIC Code of Corporate Governance states:</p> <p>"Given this State policy and PDIC's mandates, PDIC recognizes its stakeholders and undertakes to do the following:</p> <p>a. Depositing Public – Ensure that all valid deposit insurance claims are paid at the soonest possible time in accordance with international best practices and standards, continue to find ways to enhance the processing of deposit insurance claims, and preserve the growth of and protect the Deposit Insurance Fund.</p> <p>b. Member Banks – Help strengthen the banking system through the:</p> <p>1) Issuance of regulations to implement the PDIC Charter,<br/> 2) Conduct of bank examination and investigation to determine a bank's financial health and adherence to rules and regulations imposed by the Bangko Sentral ng Pilipinas and by PDIC,<br/> 3) Extension of financial assistance to distressed banks as may be necessary and up to the limits imposed by law, and<br/> 4) Investigation and prosecution of unsafe and/or unsound banking practices and fraud committed in banks.</p> <p>c. Creditors of Banks Under Receivership or Liquidation – Facilitate the distribution of the assets of the closed bank to its creditors in accordance with the Rules on Concurrence and Preference of Credits through the efficient management of the assets and affairs of the bank.</p> <p>d. General Public – Promote financial literacy, conduct public awareness programs that inform about PDIC and the benefits of saving money in a bank, as well as educate them on unsafe and/or unsound banking practices.</p> <p>e. State/National Government – Effectively implement the policy of the State to strengthen the mandatory</p>   | Y   | <a href="http://www.pdic.gov.ph/files/CGO/code-corp-governance.pdf#page=27">http://www.pdic.gov.ph/files/CGO/code-corp-governance.pdf#page=27</a> |     |          |

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| I | 1.c | Does the GOCC disclose a policy that: Ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development? | Y | <p><i>The GOCC must clearly identify its policy on 1) keeping its value chain environmentally friendly or 2) promoting sustainable development.</i></p> <p><i>The identified policy must not only show how the GOCC complies with existing environmental regulations but should also show how it employs value processes that reduce waste and damage to the environment. The policy should also not be ambiguous and should include its principles and guidelines.</i></p> | <p>PDIC has policies in place safeguarding the environment such as the guidelines on waste segregation and management of hazardous waste. Specifically, the SOGI on Janitorial and Allied Services has a provision on the waste segregation in compliance with the Solid Waste Management Act and Makati City Ordinance on waste management. PDIC has likewise issued policies on energy conservation and implemented a fuel conservation program.</p> <p>PDIC and the recognized employees' organization, PHILDICEO, are currently implementing a Collective Negotiation Agreement (CNA) which encourages employees and management to collaboratively take an active role in adopting austerity measures through recycling, prudent use of resources and utilities, and development of streamlined and cost-effective processes.</p>  | Y | <a href="http://www.pdic.gov.ph/files/CGO/Environmentally-friendly%20Value%20Chain.pdf">http://www.pdic.gov.ph/files/CGO/Environmentally-friendly%20Value%20Chain.pdf</a>  |  |  |
| I | 2.a | Does the GOCC disclose the activities that it has undertaken to implement the abovementioned policies? (Customer health and safety)                    | Y | <p><i>The GOCC must state the activities it has undergone during the year being assessed to implement its policies on customer health and safety.</i></p> <p><i>The GOCC must state the dates when the aforementioned activities took place.</i></p>  | <p>The PDIC website lists down the accomplishments of PDIC in responding to the health and safety of its stakeholders.</p> <p>To ensure uninterrupted services to its clients and promote safe and health protocols, PDIC equipped its personnel for flexibility on work from home (WFH) arrangements.</p> <ul style="list-style-type: none"> <li>• PDIC deployed 572 new laptops during 2020-2021.</li> <li>• IT Support (IT Help Desk) through online and mobile access for reporting technical problems of PDIC WFH personnel was instituted.</li> <li>• The VPN Facility was upgraded to allow all authorized PDIC WFH personnel access to all PDIC Systems and electronic files.</li> </ul> <p>Continuing maintenance of safe onsite work environment was implemented. Disinfection and sanitation of PDIC premises and facilities were conducted on a regular basis. As an additional layer of protection, buster lights (w150-150w UVC lights 100 to 257 nm with ozone) were installed as well as six (6) units of buster box with buster light with ozone to disinfect all incoming documents. Acrylic-type custom made-to-fit size and droplet protective cough and sneeze guards were also installed at the frontline service areas and in the corporate vehicles. Sufficient emergency preventive items and supplies that provide protection against exposure and transmission of the virus were distributed to employees.</p> <p>PDIC likewise conducted several health wellness activities in 2021 such as regular free fasting blood sugar, cholesterol and uric acid screening, pneumonia vaccination program, COVID-19 vaccination program and webinars on COVID-19.</p> | Y | <a href="https://www.pdic.gov.ph/files/cgo/Other%20Accomplishments%20-%20RCP%202021.pdf">https://www.pdic.gov.ph/files/cgo/Other%20Accomplishments%20-%20RCP%202021.pdf</a><br><br><a href="https://www.pdic.gov.ph/files/cgo/Health%20Wellness%20Activities%202020-2021.pdf">https://www.pdic.gov.ph/files/cgo/Health%20Wellness%20Activities%202020-2021.pdf</a> |  |  |
| I | 2.b | Does the GOCC disclose the activities that it has undertaken to implement the abovementioned policies? (Interaction with the communities)              | Y | <p><i>The GOCC must state the activities it has undergone during the year being assessed to implement its policies on community interaction.</i></p> <p><i>The GOCC must state the dates when the aforementioned activities took place.</i></p>   | <p>Through partnerships and collaboration, organizations are able to share their knowledge and resources in improving their industry. PDIC thrives on building better relationships towards its community and industry. As such, it has:</p> <ul style="list-style-type: none"> <li>• Acted as the Interim Chairperson of the IADI Asia-Pacific Regional Committee (APRC) with 19 members since October 2021 and presided the meeting on 24 October 2021 to oversee the affairs of the Regional Committee covering research, technical assistance, outreach and other coordination arrangements.</li> <li>• Provided technical assistance to other deposit insurers in the APRC through bilateral exchange of expertise with: <ol style="list-style-type: none"> <li>1. Deposit Insurance of Vietnam (DIV) on deposit insurance payouts on 11 May 2021; and</li> <li>2. Indonesia Deposit Insurance Corporation (IDIC) on bank liquidation operations on 31 May 2021.</li> </ol> </li> </ul> <p>PDIC likewise used digital media platforms (i.e. PDIC's Facebook page and Twitter account), continued its partnership with the Philippine Information Authority (PIA) and local information networks for accessibility and prompt dissemination of information to depositors and other clients. Moreover, in view of the restrictions during the pandemic, PDIC conducted virtual Depositors and Borrowers Forum for all banks closed in 2021.</p>   | Y | <a href="https://www.pdic.gov.ph/files/cgo/Other%20Accomplishments%20-%20RCP%202021.pdf">https://www.pdic.gov.ph/files/cgo/Other%20Accomplishments%20-%20RCP%202021.pdf</a>  |  |  |

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| I | 2.c | Does the GOCC disclose the activities that it has undertaken to implement the abovementioned policies? (Environmentally-friendly value chain)  | Y | <p>The GOCC must state the activities it has undergone during the year being assessed to implement its policies on promoting sustainable development and/or environmentally-friendly value chain.</p> <p>The GOCC must state the dates when the aforementioned activities took place.</p>  | <p>In 2021, the following initiatives were undertaken at the PDIC Headquarters along Chino Roces Avenue to implement the environmentally-friendly value chain policies of the Corporation: 1. Use of inverter type air conditioning units 2. Use of aerosol type fire suppression units 3. Use of ABC and HCFC type fire extinguishers 4. Use of organic fertilizers for the outdoor and indoor ornamental plants (to enhance the indoor air quality) 5. Use of LED and CFL for the lighting fixtures 6. Use of FDA approved cleaning chemicals 7. Use of FPA approved pest control chemicals 8. Use of GRP (glass reinforced polycarbonate) water tank to mitigate impact of UV rays 9. Noise and pollution control devices installed on the 500kva and 125kva generator sets 10. Use of euro4 fuel and conduct of planned PMS to ensure all motor vehicles comply with the smoke emission standards (ongoing re-fleeting of motor vehicles more than 10 years old simultaneous with the acquisition of motor vehicles that are euro4 fuel compliant)</p>   | Y | <a href="http://www.pdic.gov.ph/files/CGO/Environmentally-friendly%20Value%20Chain.pdf">http://www.pdic.gov.ph/files/CGO/Environmentally-friendly%20Value%20Chain.pdf</a>   |  |  |
| I | 3   | Does the GOCC have a separate corporate social responsibility (CSR) report/section or sustainability report/section?   | Y | <p>The GOCC must identify both (1) the social and environmental issues of its stakeholders and (2) the activities it undertook to address the said issues during the year being assessed.</p> <p>No points will be given if only the stakeholders and their CSR issues are identified.</p> | <p>A new page on Corporate Social Responsibility has turned for PDIC with the approval of its Revised CSR Statement and Framework in September 2020.</p> <p>The revised statement finds anchor in PDIC mandates and is now focused on Financial Literacy. The two-tier components establish the fact that financial education is key to ensure better protection for the depositing public. Eventual inclusion or mainstreaming of the unbanked who are recipients of financial education into the financial system completes the cycle of protection afforded by the CSR framework. A set of strategies were likewise identified to chart the programs and activities to achieve maximum results.</p> <p>With this new direction, the PDIC CSR Statement and Framework are envisioned to equip Filipinos in making more informed financial decisions</p> <p><b>Be a Wise Saver (BAWS) Campaign</b></p> <p>The Be A Wise Saver (BAWS) is a nationwide campaign launched by PDIC in 2009. The core message of the campaign is reflected in The Seven Habits of a Wise Saver which aims to teach the basics of wise saving, responsible banking, and deposit protection.</p> <p>The goal of the financial literacy campaign is to equip identified vulnerable groups namely students, OFWs, retirees, senior citizens and micro small, and medium enterprises with financial know-how and responsible banking habits to aid in increasing their knowledge and confidence in navigating through the financial system.</p> <p>The BAWS campaign has been conducted around the country since 2009, effectively reaching vulnerable sectors and target audiences as far as the Visayas and Mindanao regions in addition to regular sessions held in the NCR and neighboring provinces. Details on the conduct of the BAWS Briefings in 2021 are in the website link.</p> | Y | <a href="http://www.pdic.gov.ph/d_cgo_csr">http://www.pdic.gov.ph/d_cgo_csr</a><br><br><a href="http://www.pdic.gov.ph/d_cgo_csr_literacy_activities">http://www.pdic.gov.ph/d_cgo_csr_literacy_activities</a>  |  |  |
| I | 4   | Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights. Does the GOCC provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights? | Y | <p>The GOCC must have contact details (phone number or email address) <b>specifically</b> for concerns and/or complaints.</p>  | <p>Contact details in the PDIC Website</p> <p>Public Assistance (for Queries, Requests and Complaints on Deposit Insurance, Asset Disposal and Loan Administration; and Feedback on the PDIC website): <a href="mailto:pad@pdic.gov.ph">pad@pdic.gov.ph</a></p> <p>Customer Service Feedback Form<br/> <a href="http://www.pdic.gov.ph/files/charter/2018/PDIC%20Survey%20Form_Tagalog%202018.pdf">http://www.pdic.gov.ph/files/charter/2018/PDIC%20Survey%20Form_Tagalog%202018.pdf</a></p> <p>Whistleblowing Policy<br/> <a href="http://www.pdic.gov.ph/files/CGO/Whistle%20Blowing0001.pdf">http://www.pdic.gov.ph/files/CGO/Whistle%20Blowing0001.pdf</a></p>   | Y | <a href="http://www.pdic.gov.ph/contact-us">http://www.pdic.gov.ph/contact-us</a><br><br><a href="http://www.pdic.gov.ph/files/charter/2018/PDIC%20Survey%20Form_Tagalog%202018.pdf">http://www.pdic.gov.ph/files/charter/2018/PDIC%20Survey%20Form_Tagalog%202018.pdf</a><br><br><a href="http://www.pdic.gov.ph/files/CGO/Whistle%20Blowing0001.pdf">http://www.pdic.gov.ph/files/CGO/Whistle%20Blowing0001.pdf</a> |  |  |

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| I | 5.a | Performance-enhancing mechanisms for employee participation should be permitted to develop. Does the GOCC explicitly mention the health, safety and welfare policy for its employees? | Y | <p>The GOCC must clearly identify its policy on employee health, welfare and safety.</p> <p>The identified policy must not be ambiguous and should include its principles and guidelines.</p> | <p>Disclosed in Health and Safety of Employees in PDIC website:</p> <p>"Part of the Wellness Program of PDIC is the identification of the top four diseases prevalent among its personnel. The data are gathered from the results of the employees' Annual Physical Examination. Physical and health activities are developed and undertaken by PDIC specifically to address the top four diseases. The holding of wellness activities and their relation to the top four diseases are announced through the intranet, the bulletin board and public announcement system. Employees are made aware of incidents related to their safety and welfare with corresponding safety reminders. Before holding fire and earth quake drills, part of the preparation for the drills involves the dissemination of facts and statistics on fires and earthquakes, the designated employee-marshals, and exit and safety points during the drills."</p> <p>Article XII Section 2 of the PDIC Code of Corporate Governance also states:</p> <p>"f. Employees of the Corporation – Enhance their quality of life by providing a competitive compensation package and decent work environment, provide opportunities for training and values formation to assist them in their career path, strengthen their commitment to excellence in public service, and cultivate their social and environmental awareness and nationalism."</p>   | Y | <p><a href="http://www.pdic.gov.ph/humanresource">http://www.pdic.gov.ph/humanresource</a></p> <p><a href="http://www.pdic.gov.ph/files/CGO/code-corp-governance.pdf#page=28">http://www.pdic.gov.ph/files/CGO/code-corp-governance.pdf#page=28</a></p>                             |  |  |
| I | 5.b | Does the GOCC publish data relating to health, safety and welfare of its employees?   | Y | <p>The GOCC must publish data related to health, safety and welfare of its employees such as, but not limited to, absenteeism and occupational injuries/diseases.</p>                         | <p>PDIC disclosed the number of employees according to gender who availed of the health wellness activities of PDIC for 2021, which included free fasting blood sugar, cholesterol and uric acid screening; pneumonia vaccination program; Usapang COVID-19 webinars; COVID-19 vaccination program; National Red Cross Membership Program; COVID-19 RT-PCR swab testing for deployment; distribution of prepaid health cards for PDIC employees assigned in field deployment/travel; distribution of wellness care packages for confirmed COVID-19 patients and their close contacts; and enrollment of PDIC personnel in Makati's COVID-19 vaccination program.</p>   | Y | <p><a href="https://www.pdic.gov.ph/files/cgo/Health%20Wellness%20Activities%202020-2021.pdf">https://www.pdic.gov.ph/files/cgo/Health%20Wellness%20Activities%202020-2021.pdf</a></p>  |  |  |
| I | 5.c | Does the GOCC have training and development programmes for its employees?   | Y | <p>The training and development programs for employees must have occurred during the year being assessed and there should be a brief description describing each of the programs.</p>         | <p>PDIC provides its employees with opportunities for learning and development programs that -</p> <p>a. Seek to respond to and support the PDIC's Strategic Plan / Roadmap in developing committed and competent personnel;</p> <p>b. Address identified gaps in competencies (i.e. core, technical/functional, leadership/managerial) based on results of annual competency (re)assessment surveys conducted for PDIC personnel;</p> <p>c. Provide continued support for the training requirements in implementing:</p> <p>c.1 Corporate Strategies and Initiatives;</p> <p>c.2 ISO 9001:2015 (re)certification of key processes;</p> <p>c.3 Gender and Development Programs;</p> <p>c.4 Crisis Management Programs;</p> <p>c.5 Governance, Risks;</p> <p>c.6 Comprehensive On-Boarding Program;</p> <p>c.7 Safety and Health programs; and</p> <p>c.8 Others</p> <p>d. Cover Supervisory, Leadership and Management Programs for supervisors, middle managers and executives; and</p> <p>e. Provide practical and positive approaches to personal and professional growth.</p> <p>These, as well as other training needs intended to build up/enhance knowledge, skills and attitudes, are all incorporated in the annual Competency-Based Learning and Development Plan which is aimed at creating awareness, generating action and facilitating learning and growth across ranks of the Corporation.</p> <p>Article XII Section 2 of the PDIC Code of Corporate Governance also states:</p> <p>"f. Employees of the Corporation – Enhance their quality of life by providing a competitive compensation package and decent work environment, provide opportunities for training and values formation to assist them in their career path, strengthen their commitment to excellence in public service, and cultivate their social and environmental awareness and nationalism."</p> | Y | <p><a href="http://www.pdic.gov.ph/humanresource">http://www.pdic.gov.ph/humanresource</a></p> <p><a href="http://www.pdic.gov.ph/files/CGO/code-corp-governance.pdf#page=28">http://www.pdic.gov.ph/files/CGO/code-corp-governance.pdf#page=28</a></p>                             |  |  |
| I | 5.d | Does the GOCC publish data on training and development programmes for its employees?  | Y | <p>The GOCC must give the name of the program and either the 1.) number of participants per program or 2.) average hours per training held</p>  | <p>The website link provides the list of trainings attended by PDIC employees in 2021 and the 2021 statistics on the total number of programs conducted, total number of program runs, total number of participants, total number of trainings hours and average training hours per employee.</p>  | Y | <p><a href="https://www.pdic.gov.ph/files/cgo/2021_Training_Programs.pdf">https://www.pdic.gov.ph/files/cgo/2021_Training_Programs.pdf</a></p> <p><a href="https://www.pdic.gov.ph/files/cgo/Statistics%202021.pdf">https://www.pdic.gov.ph/files/cgo/Statistics%202021.pdf</a></p> |  |  |

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| I                                      | 6.a         | Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this. Does the GOCC have procedures for complaints by employees concerning illegal (including corruption) and unethical behavior? | Y          | <i>The GOCC must disclose the actual procedures of their whistleblowing policy for their employees or grievance machinery. Merely stating that they have a policy will not suffice.</i>  | <i>The Grievance Machinery allows employees to convey to their supervisors their dissatisfaction with their work situation and/or performance rating. If the grievance could not be resolved from the lowest level, it may be elevated to the next higher level up to the Grievance Committee until a workable solution can be forged to improve the morale, and eventually, the performance of the employees concerned.</i><br><br><i>PDIC adheres to the Revised Rules on Administrative Cases in the Civil Service (RRACCS) and the Grievance Machinery both of which were issued by the Civil Service Commission, and Memorandum Circular No. 2012-07, issued by the Governance Commission for GOCCs which gives the Board of Directors authority to discipline, or remove from office erring Officers. Implementing guidelines have been issued fleshing out the provisions of the RRACCS and Grievance Machinery. Employees and third parties may freely air their complaints, which may even be elevated to the Board if the employee complained of is an Officer. Complainants are assured that their actions will not be taken against them, more so when formal charges are eventually issued by PDIC against the employee complained of as PDIC itself then assumes the standing of the complainant in the administrative case, thus insulating the original complainant from retaliatory actions. Administrative cases involving Officers and employees are regularly reported to the Board through the Board Governance Committee.</i><br><br><i>The PDIC also has a Whistleblowing Policy which is posted in the website.</i>  | Y          | <a href="http://www.pdic.gov.ph/humanresource">http://www.pdic.gov.ph/humanresource</a><br><br><a href="http://www.pdic.gov.ph/files/CGO/Whistle%20Blowing001.pdf">http://www.pdic.gov.ph/files/CGO/Whistle%20Blowing001.pdf</a>  |                       |                |  |
| I                                      | 6.b         | Does the GOCC have procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?   | Y          | <i>The GOCC should explicitly disclose the procedures/mechanism in place that protects the whistleblower from retaliation</i>  | <i>Section 8 of the PDIC Whistleblowing Policy states that the Corporation shall ensure that all information from whistleblowing reports and the person/s complained of shall be kept confidential including the identity of the whistleblower, except when the whistleblower authorizes the release of his/her identity or unless compelled by law or the Courts.</i><br><br><i>Section 10 of the PDIC Whistleblowing Policy also provides: "The Corporation shall ensure that whistleblowers who submits whistleblowing reports in good faith shall be protected and that no retaliatory acts against them shall be tolerated. The Corporation shall extend all possible assistance to the whistleblower under the law and given the circumstances. Such retaliatory acts may include:<br/>a) Discrimination or harassment in the workplace;<br/>b) Demotion<br/>c) Reduction in salary or benefits<br/>d) Termination of contract<br/>e) Evident bias in performance evaluation; or<br/>f) Any acts of threats that adversely affect the rights and interests of the whistleblower."</i><br><br><i>The Grievance Machinery allows employees to convey to their supervisors their dissatisfaction with their work situation and/or performance rating. If the grievance could not be resolved from the lowest level, it may be elevated to the next higher level up to the Grievance Committee until a workable solution can be forged to improve the morale, and eventually, the performance of the employees concerned.</i><br><br><i>PDIC adheres to the Revised Rules on Administrative Cases in the Civil Service (RRACCS) and the Grievance Machinery both of which were issued by the Civil Service Commission, and Memorandum Circular No. 2012-07, issued by the Governance Commission for GOCCs which gives the Board of Directors authority to discipline, or remove from office erring Officers. Implementing guidelines have been issued fleshing out the provisions of the RRACCS and Grievance Machinery. Employees and third parties may freely air their complaints, which may even be elevated to the Board if the employee complained of is an Officer. Complainants are assured that their actions will not be taken against them, more so when formal charges are eventually issued by PDIC against the employee complained of as PDIC itself then assumes the standing of the complainant in the administrative case, thus insulating the original complainant from retaliatory actions. Administrative cases involving Officers and employees are regularly reported to the Board through the Board Governance Committee.</i> | Y          | <a href="http://www.pdic.gov.ph/files/CGO/Whistle%20Blowing001.pdf">http://www.pdic.gov.ph/files/CGO/Whistle%20Blowing001.pdf</a><br><br><a href="http://www.pdic.gov.ph/humanresource">http://www.pdic.gov.ph/humanresource</a>  |                       |                |  |
| <b>COMPONENT</b>                       |             |  |            | <b>GOCC SUBMISSION</b>   |  |            |   | <b>GCG VALIDATION</b> |                |  |
| <b>GRP</b>                             | <b>ITEM</b> | <b>QUESTION</b>  | <b>ANS</b> | <b>GUIDE</b>   | <b>COMPLIANCE</b>  | <b>ANS</b> | <b>REFERENCE LINK/SUPPORTING DOCUMENTS</b>  | <b>ANS</b>            | <b>REMARKS</b> |  |
| <b>II. Disclosure and Transparency</b> |             |  |            |  |  |            |   |                       |                |  |
| II                                     | 7.a         | Does the GOCC's website disclose the following items: Corporate objectives   | Y          | <i>The GOCC's corporate objectives must be specific, measurable, achievable, realistic and timely. Showing the GOCC's performance scorecard will also be given points.</i>   | Corporate objectives are disclosed in the Performance Scorecard for 2021   | Y          | <a href="https://www.pdic.gov.ph/files/PAN-2021.pdf">https://www.pdic.gov.ph/files/PAN-2021.pdf</a>   |                       |                |  |
| II                                     | 7.b         | Does the GOCC's website disclose the following items: Financial performance indicators   | Y          | <i>Apart from declaring the financial performance indicators in the annual report and audited financial statements, declaring the financial strategic measures in the GOCC's performance scorecard will also merit points.</i> | 2021 audited financial statements are not yet available but the PDIC financial reports are provided in the website links. Financial strategic measures are also provided in the Performance Scorecard for 2021.  | Y          | <a href="https://www.pdic.gov.ph/d_transparencyseal_ti-14">https://www.pdic.gov.ph/d_transparencyseal_ti-14</a><br><br><a href="https://www.pdic.gov.ph/d_transparencyseal_ti-13">https://www.pdic.gov.ph/d_transparencyseal_ti-13</a><br><br><a href="https://www.pdic.gov.ph/files/PAN-2021.pdf">https://www.pdic.gov.ph/files/PAN-2021.pdf</a> |                       |                |  |

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| II | 7.c | Does the GOCC's website disclose the following items: Non-financial performance indicators  | Y | <p><i>Apart from declaring the non-financial performance indicators in the annual report and accomplishment reports, declaring the non-financial strategic measures in the GOCC's performance scorecard will also merit points.</i></p>  | <p><i>Disclosed in the Performance Scorecard for 2021, Report on Corporate Performance 2021 and Other Accomplishments in the PDIC website.</i></p> <p><i>Performance Scorecard 2021</i><br/> <a href="https://www.pdic.gov.ph/files/PAN-2021.pdf">https://www.pdic.gov.ph/files/PAN-2021.pdf</a></p> <p><i>Report on Corporate Performance 2021</i><br/> <a href="https://www.pdic.gov.ph/files/cgo/PDIC%20RCP%20Q4%202021.pdf">https://www.pdic.gov.ph/files/cgo/PDIC%20RCP%20Q4%202021.pdf</a></p> <p><i>Other Accomplishments 2021</i><br/> <a href="https://www.pdic.gov.ph/files/cgo/Other%20Accomplishments%20-%20RCP%202021.pdf">https://www.pdic.gov.ph/files/cgo/Other%20Accomplishments%20-%20RCP%202021.pdf</a></p>  | Y | <p><a href="https://www.pdic.gov.ph/files/PAN-2021.pdf">https://www.pdic.gov.ph/files/PAN-2021.pdf</a></p> <p><a href="https://www.pdic.gov.ph/files/cgo/PDIC%20RCP%20Q4%202021.pdf">https://www.pdic.gov.ph/files/cgo/PDIC%20RCP%20Q4%202021.pdf</a></p> <p><a href="https://www.pdic.gov.ph/files/cgo/Other%20Accomplishments%20-%20RCP%202021.pdf">https://www.pdic.gov.ph/files/cgo/Other%20Accomplishments%20-%20RCP%202021.pdf</a></p>   |  |  |
| II | 7.d | Does the GOCC's website disclose the following items: Details of whistleblowing policy  | Y | <p><i>The GOCC must disclose the actual procedures of their whistleblowing policy for their stakeholders. Merely stating that they have a whistleblowing policy will not suffice.</i></p>  | <p><i>The Whistleblowing Policy is disclosed in the PDIC Website.</i></p>   | Y | <p><a href="http://www.pdic.gov.ph/files/CGO/Whistle%20Blowing001.pdf">http://www.pdic.gov.ph/files/CGO/Whistle%20Blowing001.pdf</a></p>   |  |  |
| II | 7.e | Does the GOCC's website disclose the following items: Biographical details (at least age, qualifications, date of first appointment, relevant experience, and any other directorships of listed companies) of directors/commissioners | Y | <p><i>All of the biographical details of ex officio and appointive directors being asked by the item must be provided, otherwise no point will be given should there be a missing detail.</i></p>  | <p><i>The biographical details of the Corporation's 2021 Board members are presented in the PDIC website in accordance with good governance practice.</i></p> <p><i>Sec. Carlos Dominguez</i><br/> <a href="https://www.pdic.gov.ph/files/CGO/resume/SCGD%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/SCGD%20Resume%202021.pdf</a></p> <p><i>Pres. Roberto B. Tan</i><br/> <a href="https://www.pdic.gov.ph/files/CGO/resume/PRBT%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/PRBT%20Resume%202021.pdf</a></p> <p><i>BSP Gov. Benjamin E. Diokno</i><br/> <a href="https://www.pdic.gov.ph/files/CGO/resume/BED%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/BED%20Resume%202021.pdf</a></p> <p><i>Dir. Rogelio M. Guadalquiver</i><br/> <a href="https://www.pdic.gov.ph/files/CGO/resume/RGuadalquiver%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/RGuadalquiver%20Resume%202021.pdf</a></p> <p><i>Dir. Eduardo M. Pangan</i><br/> <a href="https://www.pdic.gov.ph/files/CGO/resume/EMPangan%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/EMPangan%20Resume%202021.pdf</a></p> <p><i>Dir. Reynaldo F. Tansioco</i><br/> <a href="https://www.pdic.gov.ph/files/CGO/resume/RTansioco%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/RTansioco%20Resume%202021.pdf</a></p> <p><i>Dir. Juan D. De Zuniga, Jr.</i><br/> <a href="https://www.pdic.gov.ph/files/CGO/resume/JDeZuniga%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/JDeZuniga%20Resume%202021.pdf</a></p> | Y | <p><a href="https://www.pdic.gov.ph/files/CGO/resume/SCGD%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/SCGD%20Resume%202021.pdf</a></p> <p><a href="https://www.pdic.gov.ph/files/CGO/resume/PRBT%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/PRBT%20Resume%202021.pdf</a></p> <p><a href="https://www.pdic.gov.ph/files/CGO/resume/BED%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/BED%20Resume%202021.pdf</a></p> <p><a href="https://www.pdic.gov.ph/files/CGO/resume/RGuadalquiver%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/RGuadalquiver%20Resume%202021.pdf</a></p> <p><a href="https://www.pdic.gov.ph/files/CGO/resume/EMPangan%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/EMPangan%20Resume%202021.pdf</a></p> <p><a href="https://www.pdic.gov.ph/files/CGO/resume/RTansioco%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/RTansioco%20Resume%202021.pdf</a></p> <p><a href="https://www.pdic.gov.ph/files/CGO/resume/JDeZuniga%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/JDeZuniga%20Resume%202021.pdf</a></p> |  |  |
| II | 7.f | Does the GOCC's website disclose the following items: Training and/or continuing education programme attended by each director/commissioner   | Y | <p><i>All the trainings of Appointive Directors up until the year being assessed must be disclosed. If the Appointive Director did not attend a meeting on the year being assessed, a statement regarding his lack of training must be made in order to garner points for this item.</i></p> | <p><i>The PDIC website discloses the trainings and programmes attended by the Appointive Directors for 2021 to improve their skills in handling the Corporation's affairs.</i></p> <p><i>Pres. Roberto B. Tan</i><br/> <a href="https://www.pdic.gov.ph/files/CGO/resume/PRBT%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/PRBT%20Resume%202021.pdf</a></p> <p><i>Dir. Rogelio M. Guadalquiver</i><br/> <a href="https://www.pdic.gov.ph/files/CGO/resume/RGuadalquiver%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/RGuadalquiver%20Resume%202021.pdf</a></p> <p><i>Dir. Eduardo M. Pangan</i><br/> <a href="https://www.pdic.gov.ph/files/CGO/resume/EMPangan%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/EMPangan%20Resume%202021.pdf</a></p> <p><i>Dir. Reynaldo F. Tansioco</i><br/> <a href="https://www.pdic.gov.ph/files/CGO/resume/RTansioco%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/RTansioco%20Resume%202021.pdf</a></p> <p><i>Dir. Juan D. De Zuniga Jr.</i><br/> <a href="https://www.pdic.gov.ph/files/CGO/resume/JDeZuniga%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/JDeZuniga%20Resume%202021.pdf</a></p>   | Y | <p><a href="https://www.pdic.gov.ph/files/CGO/resume/PRBT%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/PRBT%20Resume%202021.pdf</a></p> <p><a href="https://www.pdic.gov.ph/files/CGO/resume/RGuadalquiver%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/RGuadalquiver%20Resume%202021.pdf</a></p> <p><a href="https://www.pdic.gov.ph/files/CGO/resume/EMPangan%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/EMPangan%20Resume%202021.pdf</a></p> <p><a href="https://www.pdic.gov.ph/files/CGO/resume/RTansioco%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/RTansioco%20Resume%202021.pdf</a></p> <p><a href="https://www.pdic.gov.ph/files/CGO/resume/JDeZuniga%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/JDeZuniga%20Resume%202021.pdf</a></p>   |  |  |

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| II                               | 9           | Does the GOCC's website contain a statement confirming the company's full compliance with the code of corporate governance and where there is non-compliance, identify and explain reasons for each such issue? | Y                      | <i>The GOCC must state that it fully complies with the code of corporate governance and if there is non-compliance, it must explain the reason for the non-compliance.</i><br><br><i>Merely stating that the GOC "generally complies" with the code of corporate governance will not be taken as full</i>  | <i>Found in Institutional Governance Framework in the PDIC website</i><br><br><i>"The Corporation commits and adheres to its Code of Corporate Governance and the principles of accountability and transparency in the performance of its mandates to safeguard the interests of the depositing public and help maintain a sound and stable banking system. As such, the PDIC Board of Directors, Management and employees commit to comply with the principles in PDIC's Code of Corporate Governance and acknowledge that this Code guides the Corporation in achieving its goals"</i>  | Y                     | <a href="http://www.pdic.gov.ph/files/cgo/Institutional%20Governance%20Framework.pdf">http://www.pdic.gov.ph/files/cgo/Institutional%20Governance%20Framework.pdf</a>  |            |                |
| <b>COMPONENT</b>                 |             |   | <b>GOCC SUBMISSION</b> |  |   | <b>GCG VALIDATION</b> |  |            |                |
| <b>GRP</b>                       | <b>ITEM</b> | <b>QUESTION</b>   | <b>ANS</b>             | <b>GUIDE</b>   | <b>COMPLIANCE</b>   | <b>ANS</b>            | <b>REFERENCE LINK/SUPPORTING DOCUMENTS</b>   | <b>ANS</b> | <b>REMARKS</b> |
| <b>III. Board Responsibility</b> |             |   |                        |  |   |                       |  |            |                |
| III                              | 11.a        | Has the Board of Directors reviewed the vision and mission/ strategy in the last financial year?  | Y                      | <i>The GOCC must disclose that the Board has reviewed the mission, vision and strategy during the year being assessed. The date of review must also be indicated. Merely stating the GOCC's mission, vision and strategy, and posting documents (strategy map and scorecard) will not be given points.</i> | <i>This disclosure is present under Board Review of Vision, Mission and Strategy:</i><br><br><i>"In compliance with GCG's call for the conduct of Technical Panel Meeting for the 2022 PES, the PDIC Board, with the assistance of the ICD, conducted a Strategic Planning session with the PDIC Management from June 22, 2021 to August 18, 2021 to revisit the Vision and Mission Statements, and set the Strategy Map for 2022 - 2023, taking into consideration the internal and external developments that impact on PDIC operations. During the Strategic Planning, the Vision Statement was revised to give emphasis as a leading institution in governance, recognized for its operational excellence in depositor protection and responsiveness to changing times. During the strategic planning session, in addition to the existing Balanced Scorecard Perspectives of Financial, Customers/Stakeholders, Internal Process and Learning and Growth, the perspective on Socio-Economic Impact was included to highlight PDIC societal contribution. Likewise, giving importance to PDIC's role in times of crisis, the theme Crisis Readiness was added to its Strategy Map. The revised Vision, updated Strategy Map and proposed PES for 2022 - 2023 were approved by the PDIC Board last August 25, 2021 (Board Resolution No. 2021-08-107). The same was used in the Technical Panel Meeting with the GCG conducted on November 3, 2021."</i> | Y                     | <a href="http://www.pdic.gov.ph/boardofdirectors">http://www.pdic.gov.ph/boardofdirectors</a>  |            |                |
| III                              | 11.b        | Does the Board of Directors monitor/oversee the implementation of the corporate strategy?   | Y                      | <i>There should be a disclosure on how the Board oversees the implementation of the corporate strategy.</i>  | <i>Article II Section 3 of the PDIC Code of Corporate Governance states that the PDIC Board shall monitor and evaluate on a regular basis the implementation of corporate strategies and policies, business plans and operating budgets, as well as Management's over-all performance to ensure optimum results.</i><br><br><i>This is also disclosed under Implementation of Corporate Strategy:</i><br><i>"The Board of Directors monitors/oversees the implementation of the corporate strategies by reviewing and approving the Quarterly Report on Corporate Performance, which are submitted to the GCG and uploaded in PDIC's website, in compliance with GCG Memorandum Circular No. 2017-02 on the Interim Performance Evaluation System (PES) for the GOCC Sector."</i>   | Y                     | <a href="http://www.pdic.gov.ph/files/CGO/code-corp-governance.pdf#page=5">http://www.pdic.gov.ph/files/CGO/code-corp-governance.pdf#page=5</a><br><br><a href="http://www.pdic.gov.ph/boardofdirectors">http://www.pdic.gov.ph/boardofdirectors</a> |            |                |
| III                              | 13.a        | Are the details of the code of ethics or conduct disclosed?   | Y                      | <i>The details of the Code of Ethics or Conduct must be disclosed. Merely stating that the GOCC has a Code of Ethics without divulging information on the coverage of the Code or how breaches are handled will not suffice.</i>   | <i>The PDIC Code of Ethical Behavior provides the norms of conduct that every PDIC employee and Board member should comply with. It also prescribes the manner by which the Code's provisions are to be implemented and observed throughout the Corporation.</i>  | Y                     | <a href="http://www.pdic.gov.ph/files/CGO/NogiftPolicyethics.pdf">http://www.pdic.gov.ph/files/CGO/NogiftPolicyethics.pdf</a>  |            |                |
| III                              | 13.b        | Does the GOCC disclose that all Directors/Commissioners, senior management and employees are required to comply with the code?  | Y                      | <i>It must be explicitly stated that all the Directors, senior management and the employees are required to comply with the Code. If the Code is only for employees, the item will be marked as "N."</i>   | <i>Coverage of the PDIC Code of Ethical Behavior is found in page 1 thereof:</i><br><br><i>"The PDIC Code of Ethical Behavior shall cover all PDIC Board Members, officials, employees, consultants and contractual employees (hereinafter collectively referred to as "PDIC officer/employee")."</i>   | Y                     | <a href="http://www.pdic.gov.ph/files/CGO/NogiftPolicyethics.pdf">http://www.pdic.gov.ph/files/CGO/NogiftPolicyethics.pdf</a>  |            |                |

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| III | 13.c | Does the company disclose how it implements and monitors compliance with the code of ethics or conduct? | Y | <p><i>Examples of activities done in order to implement or monitor compliance with the Code of Ethics/Conduct are:</i></p> <ul style="list-style-type: none"> <li>-communicating the code to all existing and new employees and directors</li> <li>- making the code available on the company intranet for ease of access</li> <li>- requiring all parties to declare annually that they have complied with the code of ethics or conduct</li> </ul> | <p>Please see pages 10-11 of the PDIC Code of Ethics:</p> <p>"The President and Chief Executive Officer constituted the Ethics Committee on May 21, 2003 under Office Order No. 09. The Committee has the following duties and responsibilities:</p> <ul style="list-style-type: none"> <li>• To inform and advise the Board of the adherence or compliance of PDIC's officials/employees with PDIC's Code of Ethical Behavior.</li> <li>• To adopt and recommend to the Board the appropriate measures so that PDIC officials/employees are fully aware of, have properly understood and committed to practice ethical behavior in accordance with PDIC's Code of Ethical Behavior.</li> <li>• To deliberate on cases of violation of the PDIC Code of Ethical Behavior and refer the outcome of deliberation to proper authorities for appropriate action, if necessary.</li> <li>• To promptly communicate to the Board urgent and serious matters affecting the implementation of the PDIC Code of Ethical Behavior.</li> <li>• To make periodic reports to the Board on the activities of the Ethics Committee.</li> <li>• To network with other government and non-government entities on experiences on ethical behavior and acceptable current and best practices that may find application to PDIC situation.</li> <li>• To provide guidance to the PDIC officials/employees in cases of ambiguity in the provisions of the Code of Ethical Behavior. It shall also act on cases of violation of this Code and refer to proper authorities for appropriate action, if necessary. The Committee shall handle all disclosures with utmost confidentiality, and submit a report of such disclosures to the President and the Board."</li> </ul> | Y | <a href="http://www.pdic.gov.ph/files/CGO/NogiftPolicyethics.pdf#page=10">http://www.pdic.gov.ph/files/CGO/NogiftPolicyethics.pdf#page=10</a>  |  |  |
| III | 14   | Does the Board appoint a Nomination Compensation / Remuneration Committee?                              | Y | <p><i>The GOCC must disclose the names of all of the members of its Nomination, Compensation / Remuneration Committee during the year being assessed. Merely stating the name of the office/agency of the Ex Officio Member will not suffice and will not garner any points.</i></p>   | <p>The GCG has recognized that there are GOCCs such as PDIC, which have limited number of Board members. Thus the GCG authorized PDIC to add the functions of the Nomination, Compensation and Remuneration Committee to one of the existing Board committees.</p> <p>In accordance with the said authority, the Board of Directors resolved to add the functions of the Nomination and Remuneration Committee to the Board Governance Committee. This is contained in the Revised Code of Corporate Governance that was submitted and approved by the GCG on January 9, 2015. With this framework in place, the Board Governance Committee will be in a position to exercise the functions of the Nomination and Remuneration Committee.</p> <p>Composition of the Nomination and Remuneration Committee (under the Board Governance Committee) as of 31 December 2021:</p> <ol style="list-style-type: none"> <li>1. Carlos G. Dominguez III, represented by his alternate – Chairperson</li> <li>2. Eduardo M. Pangan – Vice Chairperson</li> <li>3. Benjamin E. Diokno, represented by his alternate – Member</li> <li>4. Roberto B. Tan – Member</li> <li>5. Rogelio M. Guadalquiver – Member</li> <li>6. Reynaldo F. Tansio – Member</li> <li>7. Juan D. de Zuñiga, Jr. – Member</li> </ol>   | Y | <a href="https://www.pdic.gov.ph/d_cgo_ibact">https://www.pdic.gov.ph/d_cgo_ibact</a><br><br><a href="http://www.pdic.gov.ph/boardofdirectors_prevyear">http://www.pdic.gov.ph/boardofdirectors_prevyear</a> |  |  |
| III | 15   | Did the Nomination Compensation/Remuneration Committee meet at least twice during the year?             | Y | <p><i>The GOCC must publish the meeting attendance records during the year being assessed.</i></p>   | <p>The Committee met 18 times in 2021</p>   | Y | <a href="https://www.pdic.gov.ph/files/CGO/2.d.1_2021_Attendance_of_Directors.pdf">https://www.pdic.gov.ph/files/CGO/2.d.1_2021_Attendance_of_Directors.pdf</a>  |  |  |
| III | 16   | If yes, is the report of the Nomination Compensation/Remuneration Committee publicly disclosed?         | Y | <p><i>The GOCC must publish an accomplishment report of the committee and/or minutes of the meetings held.</i></p>   | <p><i>Institutional Governance Framework disclosure:</i></p> <p>"Since the BGC exercises the functions of a Nomination and Remuneration Committee, personnel movements requiring appointment by the Board of Directors were reported to the BGC and acted upon. Creation of casual positions as needed by certain units were also endorsed to the PDIC Board for approval."</p>   | Y | <a href="http://www.pdic.gov.ph/files/cgo/Institutional%20Governance%20Framework.pdf">http://www.pdic.gov.ph/files/cgo/Institutional%20Governance%20Framework.pdf</a>  |  |  |
| III | 17   | Does the Board appoint an Audit Committee?  | Y | <p><i>The GOCC must disclose the names of all of the members of its Audit Committee during the year being assessed. Merely stating the name of the office/agency of the Ex Officio Member will not suffice and will not garner any points.</i></p>   | <p>Composition of the Board Audit Committee as of 31 December 2021:</p> <ol style="list-style-type: none"> <li>1. Rogelio M. Guadalquiver – Chairperson</li> <li>2. Reynaldo F. Tansio – Vice Chairperson</li> <li>3. Benjamin E. Diokno, represented by his alternate – Member</li> <li>4. Eduardo M. Pangan – Member</li> <li>5. Juan D. de Zuñiga, Jr. – Member</li> </ol>   | Y | <a href="http://www.pdic.gov.ph/boardofdirectors_prevyear">http://www.pdic.gov.ph/boardofdirectors_prevyear</a>  |  |  |



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| III | 18 | If yes, is the report of the Audit Committee publicly disclosed?   | Y | <i>The GOCC must publish an accomplishment report of the committee and/or minutes of the meetings held.</i>  | <p><i>Institutional Governance Framework disclosure:</i><br/> <i>"The Board Audit Committee (Board AC) is among the oversight committees of the Corporation created with the purpose of assisting the Board of Directors to oversee the financial reporting process, the system of internal control and audit process; and compliance with laws and regulations and the Code of Ethics.</i></p> <p><i>The Board AC also oversees the activities of the IAG. IAG's performance is regularly monitored and measured through the Group's quarterly Office Performance Accomplishment Report (OPAR) as well as the Annual Office Performance Commitment Rating, reported to the Board AC during the year.</i></p> <p><i>In 2021, the Board AC emphasized the importance of the GRC and the support roles and functions of AC and IAG in the GRC Framework of the Corporation.</i></p> <p><i>The Board AC also acknowledged the measures adopted by the Corporation in addressing the pandemic and how its response has helped the units/groups to achieve targets.</i></p> <p><i>The Board AC noted that the internal control system of the Corporation was generally effective based on the results of audit engagements reported by IAG. However, the Board AC pointed out the need for Management to revisit the internal processes (Operations and Support) under the Receivership and Liquidation (RL) to ensure a more efficient and effective process especially on the Closed Banks' handling of assets, recording, and regular reporting to the Board of Directors. The IAG was likewise requested to focus its audit and reporting on RL processes for proper guidance and timely assistance from the AC and/or the Board to the Management on their areas of concern.</i></p> <p><i>For the PDIC Management, commitment in strengthening governance and risk management processes and implementation of effective internal controls is eminent to ensure relevant risks are addressed in processes/systems where key or significant audit findings were noted.</i></p> | Y | <a href="https://www.pdic.gov.ph/files/cgo/Institutional%20Governance%20Framework.pdf">https://www.pdic.gov.ph/files/cgo/Institutional%20Governance%20Framework.pdf</a>  |  |  |
| III | 19 | Does at least one member of the Audit Committee have an audit, accounting or finance background (qualification or experience)? | Y | <i>The educational qualifications and/or work experience of the Audit Committee Members should be disclosed. At least one of the Audit Committee Members must have an audit, accounting or finance educational or work background in order to garner points for this item.</i> | <i>Dir. Rogelio M. Guadalquiver is a CPA, and graduated with a degree in Bachelor of Science in Commerce, Major in Accounting, University of the East</i>   | Y | <a href="https://www.pdic.gov.ph/files/CGO/resume/RGuadalquiver%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/RGuadalquiver%20Resume%202021.pdf</a><br><br><a href="https://www.pdic.gov.ph/d_cgo_officer_t-4">https://www.pdic.gov.ph/d_cgo_officer_t-4</a> |  |  |
| III | 20 | Did the Audit Committee meet at least four times during the year?  | Y | <i>The GOCC must disclose all the audit committee meetings held during the year being assessed.</i>  | <i>The Audit Committee met 14 times in 2021.</i>  | Y | <a href="https://www.pdic.gov.ph/files/CGO/2.d.1_2021_Attendance_of_Directors.pdf">https://www.pdic.gov.ph/files/CGO/2.d.1_2021_Attendance_of_Directors.pdf</a>  |  |  |
| III | 21 | Does the Board appoint a Risk Management Committee?  | Y | <i>The GOCC must disclose the names of all of the members of its Risk Management Committee during the year being assessed. Merely stating the name of the office/agency of the Ex Officio Member will not suffice and will not garner any points.</i>                          | <p><i>Composition of the Board Risk Management Committee as of 31 December 2021:</i></p> <ol style="list-style-type: none"> <li><i>1. Juan D. de Zuñiga, Jr. – Chairperson</i></li> <li><i>2. Reynaldo F. Tansiloco – Vice Chairperson</i></li> <li><i>3. Carlos G. Dominguez III, represented by his alternate – Member</i></li> <li><i>4. Benjamin E. Diokno, represented by his alternate – Member</i></li> <li><i>5. Roberto B. Tan – Member</i></li> <li><i>6. Rogelio M. Guadalquiver – Member</i></li> <li><i>7. Eduardo M. Pangan – Member</i></li> </ol>   | Y | <a href="http://www.pdic.gov.ph/boardofdirectors_prevyear">http://www.pdic.gov.ph/boardofdirectors_prevyear</a>  |  |  |

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| III | 22   | If yes, is the report on Risk Management Committee publicly disclosed?  | Y | <i>The GOCC must publish an accomplishment report of the committee and/or minutes of the meetings held.</i>  | <p><i>Institutional Governance Framework disclosure:</i><br/> <i>"The Board of Directors, through the Board Risk Management Committee (BRMC), exercises oversight function over the Corporation to ensure that key risks are identified and managed consistent with its risk management policy. They are supported by the Enterprise Risk Management Committee (ERMC) which provides a strategic role in establishing the direction to embed risk management in all work contexts and levels.</i></p> <p><i>The Enterprise Risk Management (ERM) Framework describes the key principles, elements and processes to effectively and efficiently manage the risks of the Corporation. It also illustrates how risk management is embedded in the PDIC's organizational systems and decision-making processes. With its full implementation in 2014 and supported by the conduct of various workshops, the ERM Framework has contributed to the strengthening of management practices, decision-making and resource allocation of the Corporation. Since then, it has safeguarded the fulfillment of mandates of the PDIC and has enabled it to actively support other financial regulators in maintaining the stability of the financial system.</i></p> <p><i>In 2021, the Corporation continued to implement measures and pursue action plans to address challenges and business continuity risks brought about by the COVID-19 pandemic. Various units in the organization persistently implemented its response measures to mitigate the impact of the disruption to the operations of PDIC. With the gradual easing of restrictions, workforce capacity in the PDIC office have increased enabling the various units to resume many of its regular activities onsite. Nonetheless, alternative work arrangements were constantly pursued as necessary to ensure continuous delivery of services to the public.</i></p> <p><i>Key risks and other risk-related matters were regularly updated, monitored and reported to the Enterprise Risk Management Committee (ERMC) and the BRMC for discussion as evaluated by the concerned units and the RMO. These reports assist top management and the Board Committees in recommending actions to the Board. Regular reporting to the Board on the actions taken and planned mitigation measures provides assurance of Management's commitment to address risks."</i></p> | Y | <a href="http://www.pdic.gov.ph/files/cgo/Institutional%20Governance%20Framework.pdf">http://www.pdic.gov.ph/files/cgo/Institutional%20Governance%20Framework.pdf</a>  |  |  |
| III | 23   | Does at least one member of the Risk Management Committee have a background in finance and investments?       | Y | <i>The educational qualifications and/or work experience of the Risk Management Committee Members should be disclosed. At least one of the Risk Management Committee Members must have an investment and finance educational or work background in order to garner points for this item.</i> | REYNALDO F. TANSIOCO<br>Bachelor of Science in Commerce, Major in Accounting, University of the East  | Y | <a href="https://www.pdic.gov.ph/files/CGO/resume/RTansioco%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/RTansioco%20Resume%202021.pdf</a><br><br><a href="https://www.pdic.gov.ph/d_cgo_officer_r-6">https://www.pdic.gov.ph/d_cgo_officer_r-6</a>   |  |  |
| III | 24.a | Are the Board of Directors meetings scheduled at the beginning of the year? (end of Q1)                       | Y | <i>The GOCC must explicitly disclose that the meetings held on the year being assessed were scheduled well in advance and when they were scheduled.</i>  | <i>Board meetings are scheduled at the beginning of the year to enable Board members to calendar and block off proposed dates. The Corporate Secretary coordinates with the members of the Board regarding their availability for the year before fixing the dates of the meetings. The 2021 Proposed Schedule of Board and Board Committee Meetings was presented to the Board during the 9 December 2020 Board Meeting.</i>   | Y | <a href="http://www.pdic.gov.ph/boardofdirectors">http://www.pdic.gov.ph/boardofdirectors</a><br><br><a href="https://www.pdic.gov.ph/files/cgo/Schedule%20of%20PDI C%20Board%20and%20Board Committee%20Meetings%202021%20(Proposed).pdf">https://www.pdic.gov.ph/files/cgo/Schedule%20of%20PDI C%20Board%20and%20Board Committee%20Meetings%202021%20(Proposed).pdf</a>   |  |  |
| III | 24.b | Does the Board of Directors meet at least monthly?  | Y | <i>The GOCC must show its attendance records that there were monthly meeting held.</i>   | Yes, the Board met monthly.   | Y | <a href="https://www.pdic.gov.ph/files/CGO/2.d.1_2021_Attendance_of_Directors.pdf">https://www.pdic.gov.ph/files/CGO/2.d.1_2021_Attendance_of_Directors.pdf</a>  |  |  |
| III | 24.c | Did the Board of Directors meet on at least 75% on their scheduled meetings?                                  | Y | <i>In order to garner points for this item, the GOCC must be able to first prove that meetings were scheduled in advance (Q. 24.a.) After which, a schedule of actual meetings held must be shown to prove that the Board met on at least 75% of their scheduled meetings.</i>               | <i>In 2021, the Board of Directors met for 100% of the scheduled Board meetings. Please see the 2021 Board and Committee Meetings (Schedule vs. Actual) file under this link: <a href="https://www.pdic.gov.ph/files/cgo/Board%20and%20Board%20Committee%20Meetings%20(Scheduled%20vs.%20Actual)%202021.pdf">https://www.pdic.gov.ph/files/cgo/Board%20and%20Board%20Committee%20Meetings%20(Scheduled%20vs.%20Actual)%202021.pdf</a></i>   | Y | <a href="https://www.pdic.gov.ph/files/CGO/2.d.1_2021_Attendance_of_Directors.pdf">https://www.pdic.gov.ph/files/CGO/2.d.1_2021_Attendance_of_Directors.pdf</a><br><br><a href="https://www.pdic.gov.ph/files/cgo/Board%20and%20Board%20Committee%20Meetings%20(Scheduled%20vs.%20Actual)%202021.pdf">https://www.pdic.gov.ph/files/cgo/Board%20and%20Board%20Committee%20Meetings%20(Scheduled%20vs.%20Actual)%202021.pdf</a> |  |  |
| III | 24.d | Has each of the directors/commissioners attended at least 90% of all the board meetings held during the year? | Y | <i>All of the attendance of Appointive and Ex Officio/Alternate Directors must be considered and all of them should have attended at least 90% of the board meetings held during the year in order to garner points for this item.</i>   | Six of the seven Directors/Alternates attended at least 90% of the Board meetings for 2021.   | Y | <a href="https://www.pdic.gov.ph/files/CGO/2.d.1_2021_Attendance_of_Directors.pdf">https://www.pdic.gov.ph/files/CGO/2.d.1_2021_Attendance_of_Directors.pdf</a>  |  |  |

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| III | 24.e | Did the Board of Directors meet separately at least once during the year without the President/CEO present?   | Y | <i>The GOCC must explicitly state a meeting held on a specific date wherein the Board met without the President/CEO present.</i>  | On 13 October 2021, the members of the Board met separately without President Roberto B. Tan.  | Y | <a href="http://www.pdic.gov.ph/boardofdirectors">http://www.pdic.gov.ph/boardofdirectors</a><br><br><a href="https://www.pdic.gov.ph/files/CGO/2.d.1_2021_Attendance_of_Directors.pdf">https://www.pdic.gov.ph/files/CGO/2.d.1_2021_Attendance_of_Directors.pdf</a> |  |  |
| III | 25.a | Does the GOCC have a policy that stipulates board papers for Board of Directors/Commissioners meetings be provided to the Board at least three (3) working days in advance of the board meeting?                            | Y | <i>The GOCC must clearly disclose that the Board was provided with the board papers for the upcoming meeting at least 3 working days in advance of the said meeting.</i>  | <i>The existing SOGI on the Conduct of Board Meetings and Management of Board and Other Corporate Documents (effective January 25, 2021) provides:</i><br><br><i>"8.1.9 Distribute to all members of the BOD copies of the Board memoranda and materials by uploading in the official digital file sharing platform, at the soonest possible time but not later than three (3) working days before the scheduled BOD meeting."</i>   | Y | <a href="http://www.pdic.gov.ph/boardofdirectors">http://www.pdic.gov.ph/boardofdirectors</a>  |  |  |
| III | 25.b | Is the Board Secretary trained in legal, accountancy or company secretarial practices?  | Y | <i>The GOCC should disclose the educational and work background of the Corporate Secretary. In order to garner points for this item, there should be proof that the Corporate Secretary has legal, accountancy or secretarial educational/work background.</i>  | Atty. Pamela Solis-Ty holds a degree in Bachelor of Laws from San Beda College. She became a member of the Philippine Bar in 2007.   | Y | <a href="https://www.pdic.gov.ph/files/CGO/resume/resume-PST.pdf">https://www.pdic.gov.ph/files/CGO/resume/resume-PST.pdf</a>  |  |  |
| III | 26.a | Does the company have a separate internal audit function?   | Y | <i>There should be a clear showing that there is a separate internal audit function in the GOCC, whether it be a singular internal auditor, an entire internal audit department or an external firm. If it is a secondary function of an existing staff or department, the GOCC will not garner points for this item.</i>           | Yes. The Internal Audit Group of the Corporation ensures that there is an independent and objective assurance to improve an organization's operations.   | Y | <a href="http://www.pdic.gov.ph/files/orqchart.pdf">http://www.pdic.gov.ph/files/orqchart.pdf</a>  |  |  |
| III | 26.b | Does the appointment and removal of the internal auditor require the recommendation of the Audit Committee?   | Y | <i>The GOCC should explicitly state that the appointment and removal of the internal auditor require the approval of the Audit Committee. Should the charter of the GOCC provide for another mode of appointment/removal of the internal auditor, this should also be stated in order for the assessors to consider such issue.</i> | Board Audit Committee Charter states:<br><br><i>The Audit Committee will carry out the following duties and responsibilities:</i><br><br><i>(7) Review and concur in the appointment and annual review of the performance, and replacement of separation of the Chief Audit Executive (CAE).</i>   | Y | <a href="http://www.pdic.gov.ph/d_cgo_ibact">http://www.pdic.gov.ph/d_cgo_ibact</a>  |  |  |
| III | 27.a | Does the company disclose the internal control procedures/risk management systems it has in place?  | Y | <i>The GOCC must name all the key internal control procedures and its risk management system. There should also be an assignment of responsibilities in order to garner points for this item</i>  | PDIC website discloses the material risk factors and measures taken to manage such risks in 2021.  | Y | <a href="https://www.pdic.gov.ph/files/CGO/Material%20Risk%20website.pdf">https://www.pdic.gov.ph/files/CGO/Material%20Risk%20website.pdf</a>  |  |  |
| III | 27.b | Does the Annual Report disclose that the board of directors/commissioners has conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems? | Y | <i>The GOCC's annual report must explicitly state that the Board conducted a review of the company's risk management system and material controls during the year being assessed.</i>   | 2021 Annual Report is not yet available as the Audited Financial Statements have not yet been released by the Commission on Audit.<br><br><i>However, the Material Risk disclosure reads:</i><br><i>"Key risks and other risk-related matters were regularly updated, monitored and reported to the Enterprise Risk Management Committee (ERMC) and the BRMC for discussion as evaluated by the concerned units and the RMO. These reports assist top management and the Board Committees in recommending actions to the Board. Regular reporting to the Board on the actions taken and planned mitigation measures provides assurance of Management's commitment to address risks."</i> | Y | <a href="http://www.pdic.gov.ph/files/CGO/Material%20Risk%20website.pdf">http://www.pdic.gov.ph/files/CGO/Material%20Risk%20website.pdf</a>  |  |  |
| III | 27.c | Does the company disclose how key risks are managed?  | Y | <i>The GOCC must disclose all of its key risks (operational, compliance and financial) and how they are being managed. Merely disclosing a list of risks will not garner any points.</i>  | PDIC website discloses the material risk factors and measures taken to manage such risks in 2021   | Y | <a href="https://www.pdic.gov.ph/files/CGO/Material%20Risk%20website.pdf">https://www.pdic.gov.ph/files/CGO/Material%20Risk%20website.pdf</a>  |  |  |

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| III | 27.d | Does the Annual Report contain a statement from the Board of Directors or Audit Committee commenting on the adequacy of the GOCC's internal controls/risk management systems? | Y | <i>The GOCC's Board or Audit Committee must explicitly state that the GOCC's risk management systems and internal controls are adequate</i>   | <i>Institutional Governance Framework in the PDIC website discloses:<br/>"The Board AC noted that the internal control system of the Corporation was generally effective based on the results of audit engagements reported by IAG. However, the Board AC pointed out the need for Management to revisit the internal processes (Operations and Support) under the Receivership and Liquidation (RL) to ensure a more efficient and effective process especially on the Closed Banks' handling of assets, recording, and regular reporting to the Board of Directors. The IAG was likewise requested to focus its audit and reporting on RL processes for proper guidance and timely assistance from the AC and/or the Board to the Management on their areas of concern."</i>   | Y | <a href="http://www.pdic.gov.ph/files/cgo/Institutional%20Governance%20Framework.pdf">http://www.pdic.gov.ph/files/cgo/Institutional%20Governance%20Framework.pdf</a>  |  |  |
| III | 28   | Do different persons assume the roles of Chairman and CEO?  | Y | <i>The GOCC's PCEO and Chairman during the year being assessed must be clearly identified in the website. An N/A rating will be given should the GOCC's charter provide that the Chairman and PCEO positions must be held by a single person.</i> | CARLOS G. DOMINGUEZ (Chairman) & ROBERTO B. TAN (PCEO)   | Y | <a href="https://www.pdic.gov.ph/boardofdirectors_prevyear">https://www.pdic.gov.ph/boardofdirectors_prevyear</a>  |  |  |
| III | 29.a | Does the GOCC have orientation programs for new Directors?  | Y | <i>The GOCC must not only state that it has an orientation programs for Directors. Details and/or coverage of the orientation program must be disclosed in order to garner points for this item.</i>  | <i>Disclosure under Continuing Education:<br/>Upon appointment as a Director, the Corporate Secretary provides a Director's Kit which contains the PDIC's Mission, Vision, Core Values and Quality Policy Statements; PDIC Charter; Organizational and Functional Charts; Code of Corporate Governance; Code of Ethical Behavior; Directors and Officers Liability Insurance; and Annual Report/latest Financial Statements. The Corporate Secretary, with the concerned Senior Management Officer briefs the Directors on the Corporation's operations and strategic plans and objectives, as well as other matters that may be requested by the Directors.</i>   | Y | <a href="http://www.pdic.gov.ph/boardofdirectors">http://www.pdic.gov.ph/boardofdirectors</a>  |  |  |
| III | 29.b | Does the GOCC have a policy that encourages Directors/Commissioners to attend on-going or continuous professional education programs?   | Y | <i>Apart from stating the GOCC's training policy and continuous education programs for its Directors, the GOCC may also state that it has a training budget allocated for the Directors on the year being assessed.</i>                           | <i>Disclosure under Continuing Education:<br/>The Office of the Corporate Secretary provides support services to the members of the Board, including organizing orientation briefings for new Directors of the Corporation.<br/>For this purpose, the new Directors are provided a Director's Kit which contains the following:<br/>I. Overview<br/>II. Organizational Structure, Human Resource (includes Organizational Structure and Functional Charts)<br/>III. Governance<br/>• Risk Management Office<br/>• Board Audit Committee<br/>• Corporate Governance Office<br/>IV. Deposit Insurance<br/>V. Examination and Resolution<br/>VI. Receivership and Liquidation<br/>VII. Relationship with Other Agencies and Public Awareness Campaign<br/>VIII. Deposit Insurance Fund and Financial Highlights<br/>IX. Update on PDIC Charter Amendments<br/>X. Information Technology – Information Systems Strategic Plan (ISSP)<br/>Other materials provided include the following: Codes of Ethical Behavior; Standard Operating Guidelines and Instructions (SOGI) on Legal Assistance and Indemnification; PDIC Whistleblowing Policy; PDIC's Freedom of Information (FOI) Manual and Implementing Details; and Relevant Issuances.<br/>As part of the Corporation's continuing education for all Directors, they are regularly updated of applicable laws, rules and regulations. The Directors are also informed of relevant upcoming conferences, courses, trainings and seminars. The Corporation arranges and funds training sessions and seminars attended by the Directors.<br/><br/>Article IV, Section 2 of the PDIC Code of Corporate Governance likewise states that the Board Governance Committee shall ensure the effectiveness of the Board in fulfilling PDIC's mandate to protect depositors and contribute to financial stability, by, among others: a. Recommending comprehensive orientation programs for new directors and continuing education programs for directors when appropriate.<br/><br/>Article XIV Section 1 of the same Code provides:<br/>"SECTION 1. The Board and Management shall ensure the thorough dissemination of this Code to all</i> | Y | <a href="http://www.pdic.gov.ph/boardofdirectors">http://www.pdic.gov.ph/boardofdirectors</a><br><br><a href="http://www.pdic.gov.ph/files/CGO/code-corp-governance.pdf#page=12">http://www.pdic.gov.ph/files/CGO/code-corp-governance.pdf#page=12</a> |  |  |

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| III | 29.c | Did all Appointive Directors attend at least 1 training for the calendar year?      | Y | <i>The GOCC must disclose that each Appointive Director attended at least one (1) training during the year being assessed. If there is an Appointive Director who did not attend at least one (1) training the GOCC will not garner points for this item.</i>     | <i>Yes. The list of trainings attended by each Appointive Director is listed in the PDIC website</i>   | Y | <a href="https://www.pdic.gov.ph/files/CGO/resume/PRBT%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/PRBT%20Resume%202021.pdf</a><br><br><a href="https://www.pdic.gov.ph/files/CGO/resume/RGuadalquiver%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/RGuadalquiver%20Resume%202021.pdf</a><br><br><a href="https://www.pdic.gov.ph/files/CGO/resume/EMPangan%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/EMPangan%20Resume%202021.pdf</a><br><br><a href="https://www.pdic.gov.ph/files/CGO/resume/RTansioco%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/RTansioco%20Resume%202021.pdf</a><br><br><a href="https://www.pdic.gov.ph/files/CGO/resume/JDeZuniga%20Resume%202021.pdf">https://www.pdic.gov.ph/files/CGO/resume/JDeZuniga%20Resume%202021.pdf</a> |  |  |
| III | 30.a | Is an annual performance assessment conducted of the Board of Directors?            | Y | <i>The GOCC should conduct its own Board Appraisal which is different from GCG's internet-Based Performance Evaluation for Directors (iPED). It must be readily apparent when the said Board Appraisal was conducted in order to garner points for this item.</i> | <i>Yes. The Board of Directors conducts an assessment of its performance as a functioning unit through a self-assessment process. Here, assessment is done with the help of a questionnaire which each Director must accomplish. There are ten items in each criterion with a rating scale from 0 to 10 (being the highest) and the total points are rated from 0 to 100 points (100 as Outstanding and below 60 as Unsatisfactory). The criteria in the assessment are based on attributes relating to the role of the Board as a whole and the role of an individual Board member.</i> | Y | <a href="http://www.pdic.gov.ph/boardofdirectors">http://www.pdic.gov.ph/boardofdirectors</a>   |  |  |
| III | 30.b | Does the GOCC disclose the process followed in conducting the Board assessment?     | Y | <i>The GOCC must disclose the entire process involved in undertaking the Board Appraisal.</i>   | <i>The Board of the Directors conducts an assessment of its performance as a functioning unit through a self-assessment process. Here, assessment is done with the help of a questionnaire which each Director must accomplish. There are ten items in each criterion with a rating scale from 0 to 10 (being the highest) and the total points are rated from 0 to 100 points (100 as Outstanding and below 60 as Unsatisfactory). The criteria in the assessment are based on attributes relating to the role of the Board as a whole and the role of an individual Board member.</i>  | Y | <a href="http://www.pdic.gov.ph/boardofdirectors">http://www.pdic.gov.ph/boardofdirectors</a>   |  |  |
| III | 30.c | Does the GOCC disclose the criteria used in the Board assessment?                   | Y | <i>The GOCC should clearly state all the criteria that the Board Members used in their Board Appraisal.</i>   | <i>There are ten items in each criterion with a rating scale from 0 to 10 (being the highest) and the total points are rated from 0 to 100 points (100 as Outstanding and below 60 as Unsatisfactory). The criteria in the assessment are based on attributes relating to the role of the Board as a whole and the role of an individual Board member.</i>   | Y | <a href="http://www.pdic.gov.ph/boardofdirectors">http://www.pdic.gov.ph/boardofdirectors</a>   |  |  |
| III | 31   | Is an annual performance assessment conducted of the Board of Directors Committees? | Y | <i>The GOCC should conduct an Appraisal of its Committees' performance during the year being assessed. It must be readily apparent when the said Committee Appraisal was conducted in order to garner points for this item.</i>                                   | <i>All members of the Board Governance Committee, Board Audit Committee and Board Risk Management Committee answered a performance assessment form for each Board Committee to evaluate their performance, and identify strengths and areas of improvement. The duties and responsibilities of the Board Committees as stated in their respective Board Committee charters were the basis of the criteria used in the performance assessment form.</i>   | Y | <a href="http://www.pdic.gov.ph/boardofdirectors">http://www.pdic.gov.ph/boardofdirectors</a>   |  |  |