

### Board Evaluation of CEO/President's Performance

Through the rating provided below, please indicate your perception of the performance of the Company's CEO/President. Please encircle the number corresponding to the rating that best signifies your evaluation of your CEO/President's performance.

1	Excellent	Performance is clearly outstanding and superior. CEO/President delivers more than what is expected.
2	Good	Performance generally meets expectations with occasional superb delivery.
3	Satisfactory	Performance is adequate.
4	Needs Improvement	Performance falls below the benchmark. Fails to meet some expectations.
5	Unacceptable	Fails to meet most of the expectations.

#### Leadership and administration skills

1. Functions as an effective leader who provides appropriate business direction to the Company and demonstrates high level of drive and energy.	1	2	3	4	5
2. Demonstrates a work ethic that is upright and respectable and maintains work attitude that is open to constructive suggestions.	1	2	3	4	5
3. Recognizes strengths and weaknesses of employees and assigns tasks that are appropriate and fitting to the capabilities of individual personnel.	1	2	3	4	5
4. Keen at analyzing business scenarios and determining possible problems thereby developing solutions that are realistic, effective, practical and innovative.	1	2	3	4	5
5. Consistently monitors relevant operational data and ensure that the operation of the Company is within budget and is in line with the vision and direction of the organization.	1	2	3	4	5
6. Maintains an open communication with staff and is transparent in disclosing matters of importance to individual employees.	1	2	3	4	5
7. Effectively monitors, directs and evaluates company programs, policies, procedures and personnel with the end view of improving organizational structure and practices.	1	2	3	4	5
8. Performs functions that are covered by the scope of his authority and refers matters that are outside the scope of his function to relevant and appropriate officers or authority within the organization.	1	2	3	4	5

9. Shows openness in exploring and trying alternative approaches and methods that are new and sound for the betterment of the organization.	1	2	3	4	5
10. Recognizes and affirms the unique contributions and diverse backgrounds of each personnel and responds to their varying needs in the workplace.	1	2	3	4	5

### Board Relations

1. Works closely with the Board in developing strategic direction and operational plans and manages corporate affairs within the guidelines and principles set by the Board.	1	2	3	4	5
2. Directs, manages and monitors corporate activities with the end view of meeting agreed upon targets and in such manner that assets of the corporation are safeguarded and optimized in the best interest of every relevant party.	1	2	3	4	5
3. Develops and implements operational rules and policies that will guide the organization in accordance with the strategic framework adopted by the Board and within the limits prescribed by the Company's by-laws.	1	2	3	4	5
4. Works with the Board in creating an optimal governance environment and recommends best practices in corporate governance to be implemented within the company.	1	2	3	4	5
5. Maintains an open communication with the Board and ensure that each member of the Board is provided with relevant, timely and accurate information at and between meetings so as to enable the Board to fulfil its statutory and other obligations.	1	2	3	4	5
6. Continually updates the Board with any relevant changes on top level organizational structure and staffing.	1	2	3	4	5
7. Develops, refers and seeks the concurrence of the Board on management development plans and succession in all key positions and implement such plans as approved by the Board.	1	2	3	4	5
8. Evaluates the results of programs implemented and projects undertaken and timely reports to the board the outcome of such programs and projects.	1	2	3	4	5
9. Supports the avowed policies, procedures, practices and philosophy adopted by the Board.	1	2	3	4	5
10. Creates an environment of mutual trust and cooperation in CEO-Board relations.	1	2	3	4	5

### Social Responsibility and Public Relations

1. Maintains a cordial relationship with members of the media and consistently provides appropriate and updated information regarding the company's operation and future corporate plans.	1	2	3	4	5
2. Develops programs for the promotion of a positive image of the corporation.	1	2	3	4	5
3. Represents the company in community activities.	1	2	3	4	5
4. Ensure that the work and projects carried out by the Company and its subsidiaries are not adversely affecting the environment.	1	2	3	4	5
5. Continually develops and adopts corporate projects and policies that have positive impact to the environment and the community.	1	2	3	4	5
6. Informs and solicits active involvement and participation by the Board in activities promoting corporate social responsibility.	1	2	3	4	5
7. Maintains a good rapport with all relevant players in the business community including investors, regulators and competitors.	1	2	3	4	5
8. Maintains a positive professional reputation in the local community and cultivates valuable and efficient relationship with government officials, consumers and other relevant community organizations.	1	2	3	4	5
9. Addresses the concerns of stockholders and ensure that relevant and appropriate information is disseminated during stockholders' meeting.	1	2	3	4	5
10. Ensures that information disclosed to the public is precise and accurate and will not in any way mislead those relying on the information given.	1	2	3	4	5