



BOARD RESOLUTION NO. 042-2024
**APPROVING THE CRITERIA FOR THE BOARD PERIODIC
PERFORMANCE EVALUATION CRITERIA**

WHEREAS, under the Philippine Coconut Authority (PCA) Manual of Corporate Governance, the PCA Board of Directors has the responsibility to define governance policies and establish the means to ensure that such are followed and periodically reviewed for ongoing improvement. For the Board to effectively carry out this mandate, it has constituted the Governance Committee (GovCom) to assist it in fulfilling its corporate governance responsibilities;

WHEREAS, one of the responsibilities of the GovCom is to oversee the periodic performance evaluation of Board. Accordingly, the GovCom shall adopt an appraisal system for assessing the Board's effectiveness through the Performance Appraisal of the PCA Board of Directors, the briefer of which is hereto attached as **Annex A**;

WHEREAS, the Statement/Areas for the Performance Appraisal of the PCA Board of Directors are as follows:

- I. Board Structure and Composition (20%)
- II. Board Duties and Responsibilities (60%)
 - a. Primary Responsibilities and Duties
 - b. General Responsibilities and Duties
 - c. Specific Duties and Functions

- III. Performance of Individual Members of the Committees (20%)

WHEREAS, the GovCom shall also adopt an appraisal system for assessing the Board Committees' effectiveness through the Appraisal of Board Committee Performance, the briefer of which is hereto attached as **Annex B**;

WHEREAS, the Statement/Areas for each of the six (6) Board Committees are as follows:

- I. Committee Structure and Composition (20%)
- II. Committee Duties and Responsibilities (60%)
- III. Performance of Individual Members of the Committees (20%)

WHEREAS, the GovCom shall also adopt a peer rating system for assessing each director's effectiveness which shall be approved by the Board of Directors prior to its implementation through the Peer Assessment System for PCA Board of Directors, the briefer of which is hereto attached as **Annex C**;

WHEREAS, the Criteria for the Peer Assessment are as follows:

Performance

- A. Competence (15%)
- B. Independence (15%)
- C. Preparedness as a Director (20%)
- D. Practice as a Director (20%)
- E. Committee Activity (15%)
- F. Development Process of the Corporate Enterprise (15%)

NOW, THEREFORE, BE IT RESOLVED THAT, the PCA Board **APPROVE**, as it hereby **APPROVES**, the **(1) Criteria for the Performance Appraisal of the PCA Board of Directors, (2) Criteria for the Appraisal of Board Committee Performance, and (3) Criteria for the Peer Assessment System for PCA Board of Directors.**

RESOLVED FURTHER THAT, the PCA Board approves that the Period of Assessment is in January of every year.

Done this 12th day of December 2024 in Davao City *via* blended face-to-face conference and ZOOM video conference.

FRANCISCO P. TIU LAUREL JR.
*Secretary, Department of Agriculture (DA) and
Chairperson, PCA Board*

By:

Usec. ROGER V. NAVARRO
Ex-Officio's Alternate

RALPH G. RECTO
*Secretary, Department of Finance (DOF)
Vice Chairperson*

(Not Present)
AMENAH F. PANGANDAMAN
*Secretary, Department of Budget and
Management (DBM), Member*

By:

Asec. GLENDA R. RUMOH-RFIGUEROA
Ex-Officio's Alternate

(Not Present)
RENATO U. SOLIDUM, JR.
*Secretary, Department of Science and Technology
(DOST), Member*

(Not Present)
MA. CRISTINA A. ROQUE
*Secretary, Department of Trade and Industry
(DTI), Member*



DEXTER R. BUTED

*Administrator & CEO, Philippine Coconut Authority
(PCA), Member*



FLOR L. OLIVAR

*Farmer Representative, Luzon Coconut
Farmer Sector, Member*



FRANK ROY M. RIBO

*Farmer Representative, Visayas Coconut
Farmer Sector, Member*



PEPITO P. CAPANGPANGAN

*Farmer Representative, Mindanao Coconut
Farmer Sector, Member*