

CEBU AIR, INC.
CORPORATE GOVERNANCE COMMITTEE SELF ASSESSMENT FORM
(January 1 to December 31, 2019)

Assessment Objective:

This Board Committee Self-Assessment form is intended to assess the performance of the members of the Corporate Governance Committee in the discharge of their responsibilities as prescribed in the Revised Manual of Corporate Governance, By-Laws and the Board Charter and determine ways to enhance the board committee's future effectiveness.

The assessment is focused on two (2) key areas:

1. Committee Composition
2. Committee Responsibilities

INSTRUCTIONS

Please go over each statement carefully and answer using the following scale:

Scale	Rating	Category
1	NS	Not at all Satisfied
2	SS	Slightly Satisfied
3	S	Satisfied
4	MS	Moderately Satisfied
5	VS	Very Satisfied

Note: Please check (✓) the appropriate box to indicate your rating.

If you rated an item with 1 (Not at all Satisfied) or 2 (Slightly Satisfied), please state your reason on the space provided below for comments and suggestions so it can be addressed.

CORPORATE GOVERNANCE COMMITTEE OF CEBU AIR, INC.	1	2	3	4	5	COMMENTS/SUGGESTIONS
	NS	SS	S	MS	VS	
A. Committee Composition						
1. The Corporate Governance Committee has at least three (3) Directors.						
2. One of the Committee member is an Independent Director.						
B. Committee Responsibilities						
1. Oversee the implementation of a Corporate Governance framework and periodically review the said framework to ensure that it remains appropriate in light of material changes to the Company's size, complexity and business strategy, as well as the business and regulatory environment.						
2. Oversee the formulation and implementation of a Code of Business Conduct and Ethics and internal policies and monitor compliance with such code and policies by the Company through communication and awareness campaign, continuous training and setting a proper forum where issues may be addressed.						
3. Oversee the performance evaluation of the Board and its Committees and Management; and conduct an annual self-evaluation of its performance.						
4. Recommend continuing education/training programs for Directors, assignment of tasks/projects to Board Committees, succession planning for the Board members and senior Officers, and levels of remuneration for corporate and individual performance.						
5. Determine the nomination and election process for the Company's Directors and define the general profile of the Board members that the Company may need and ensure appropriate knowledge, competencies and expertise that complement the existing skills of the Board.						
6. Establish a formal procedure to develop a policy for determining the remuneration of Directors and Officers that is consistent with the Company's culture and strategy as well as the business environment in which it operates, including disallowing any Director to decide his remuneration.						

If you rated an item with 1 (Not at all Satisfied) or 2 (Slightly Satisfied), please state your reason on the space provided below for comments and suggestions so it can be addressed.

Accomplished by:

Date Accomplished:

Printed Name and Signature
