

996

DBP LEASING CORPORATION (DBPLC)

Components					Baseline			Target			
Objective/ Measure		Formula	Weight	Rating System	2021	2022	2023	2024	2024 4 th Quarter (Tentative)	2025	
SOCIAL IMPACT	SO 1	Support National Economic Development by Actively Participating in Government Initiatives that Boost Competitiveness and Drive Broad-based Growth									
	SM 1	Total Net Loan and Lease Portfolio	Finance Lease Receivables (Current and Non-current) Add: Financial Assets at Amortized Cost (Current and Non-current) Less: Total Related Allowance for Credit Losses	15%	(Actual/Target) x Weight	₱2.401 Billion	₱2.477 Billion	₱2.071 Billion ¹	₱3.00 Billion	₱1.91 Billion	₱2.54 Billion
	SM 2	Number of New Accounts Approved	Absolute Number	10%	(Actual/Target) x Weight	2	4	3	8	8	10
	Sub-total		25%								
	SO 2	Enhance Shareholder Returns by Strategically Expanding the Credit Portfolio and Maximizing Resource Efficiency									
FINANCE	SM 3	Net Income After Tax (NIAT)	Net Income After Tax (Before Other Comprehensive Income/ Loss) Line Item in the Financial Statements	10%	(Actual/Target) x Weight	N/A	N/A	N/A	N/A	₱63.73 Million	₱78.85 Million
	SM 4	Budget Utilization Rate	Actual Disbursements ÷ Total MOOE and CapEx as per Board-approved COB	10%	Actual/ Target	N/A	70.31%	94.42%	90%	78.60%	90%
	Sub-total		20%								

¹ 2021-2023 baseline figures are different from the GCG-validated accomplishments due to the correction in formula where Other Receivables such as interest receivable, accounts receivable, inter-agency receivable, and car loan receivable are excluded.

Barff

Components					Baseline			Target			
Objective/ Measure		Formula	Weight	Rating System	2021	2022	2023	2024	2024 4 th Quarter (Tentative)	2025	
INTERNAL PROCESSES	SO 3	Expand Financial Inclusion by Connecting DBP Priority Sectors and SMEs with Tailored DBPLC Financing Solutions									
	SM 5	Percentage of Clients Within DBP Priority Sectors and SMEs	Number of Clients with DBP Priority Sectors and SMEs ÷ Total Number of Clients	10%	(Actual/ Target) x Weight	78.46%	83.61%	85.71%	85.00%	89.58%	90.00%
	SO 4	Consistently Achieve Top Customer Satisfaction Ratings Through Outstanding Financing Services									
	SM 6	Percentage of Satisfied Customers	Total Number of Respondents Who Gave a Rating of At Least Satisfactory ÷ Total Number of Respondents	10%	(Actual/ Target) x Weight If less than 80% = 0%	No Accomplish ment	89.80%	No Accomplish ment	90%	91.82%	90.00%
	SO 5	Strategically Diversify Industry Exposure and Expand Market Share Through Development of Innovative Products and Services									
	SM 7	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	N/A	N/A	N/A	N/A	N/A	Board-approved Public Service Continuity Plan (PSCP)

Components					Baseline			Target			
Objective/ Measure		Formula	Weight	Rating System	2021	2022	2023	2024	2024 4 th Quarter (Tentative)	2025	
	SO 6	Achieve High-quality Portfolio by Proactively Managing Credit Risk Through the Consistent Implementation of Best Practices in Account Management and Due Diligence									
	SM 8	Past Due Rate	Total Past Due ÷ Total Portfolio	5%	{1 – [(Actual – Target) / Target]} x Weight	9.92%	9.55%	62.08%	≤37.17%	42.45%	≤28.90%
	SO 7	Continuously Improve Processes by Aligning Them with Industry Best Practices									
	SM 9	Percentage of Applications Processed Within Prescribed Period from Receipt of Complete Documents	Number of Applications Processed within Applicable Processing Time ÷ Total Number of Applications	10%	(Actual/ Target) x Weight	Unverifiable	Unverifiable	100%	100%	100%	100%
	SM 10	Compliance with Quality Standard (ISO QMS)	Actual Accomplishment	5%	All or Nothing	No Accomplishment	No Accomplishment	ISO 9001:2015 Certified	Pass the Surveillance Audit	Passed the Surveillance Audit	Pass the 2 nd Surveillance Audit
		Sub-total		45%							

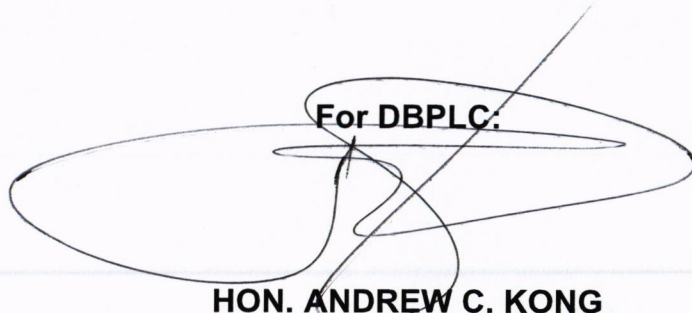
Components				Baseline			Target				
Objective/ Measure		Formula	Weight	Rating System	2021	2022	2023	2024	2024 4 th Quarter (Tentative)	2025	
LEARNING AND GROWTH	SO 8	Develop and Maintain a High-performing Workforce that Possesses the Necessary Skills and Competencies to Achieve Organizational Goals									
	SM 11	Percentage of Employees Meeting Required Competencies	Plantilla Employees Meeting Required Competencies ÷ Total Filled Plantilla as of Year-end	5%	All or Nothing	No Accomplishment	No Accomplishment	No Accomplishment	Board-approved Competency Framework with the following documents: 1. Competency catalogue 2. Competency Framework 3. Competency Tables 4. Competency Matrix 5. Position Profiles 6. Competency - Based Job Description	Board-approved Competency Framework with the following documents: 1. Competency catalogue 2. Competency Framework 3. Competency Tables 4. Competency Matrix 5. Position Profiles 6. Competency - Based Job Description	Establish Baseline based on Board-Approved Competency Framework
	SO 9	Foster Continuous Learning and Improvement Through Integrated, Adaptable Management and Technological Systems									
	SM 12	Percentage of Information Systems Strategic Plan (ISSP) Completed	Number of Deliverable Projects Completed ÷ Total Number of Deliverable Projects	5%	All or Nothing	No Accomplishment	No Accomplishment	No Accomplishment	100% Completion of 2024 Deliverables based on the ISSP 2023-2025	No Accomplishment	100% Completion of 2025 Deliverables based on DICT-endorsed ISSP 2023-2025
		Sub-total		10%							
		TOTAL		100%							

Components				Baseline				Target	
Objective/ Measure	Formula	Weight	Rating System	2021	2022	2023	2024	2024 4 th Quarter (Tentative)	2025
BONUS MEASURES									
GAD Budget Utilization	Budget Utilized for GAD ÷ Total COB	1.00%	All or Nothing	-	-	-	-	-	5% of the Total Budget
ISO Certification on Environmental Management System or Business Continuity Management System	Actual Accomplishment	1.00%	All or Nothing	-	-	-	-	-	ISO 14001:2015 or ISO 22301:2019 Certification

For GCG:


ATTY. BRIAN KEITH F. HOSAKA
Commissioner

For DBPLC:


HON. ANDREW C. KONG
President and Chief Executive Officer (PCEO)