DBP DATA CENTER INC. (DCI)

		Component				Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating System	2018	2019	2020	2021
STAKEHOLDERS	**SO 1**	**To Provide Quality and Timely IT Services to Priority Areas to Support their Business Operations**							
	SM 1	Number of New Projects	Absolute Number of Signed Memoranda of Agreement (MOA) or Notice of Award (NOA)	20%	(Actual/Target) x Weight	Six (6) Signed MOAs	Cannot be validated	Nine (9) Signed MOA/NOA	Nine (9) Signed MOA/NOA
	SM 2	Percentage of Satisfied Customers	Number of Respondents who gave at least Satisfactory Rating / Total Number of Respondents	10%	(Actual / Target) x Weight If Below 80% = 0%	Cannot be validated	0%	90%	90%
		Sub-total		**30%**					
FINANCIAL	**SO 2**	**To Generate Revenues to Support its Own Operation and Provide Returns of Investments to the Stockholders**							
	SM 3	Value of Services	Absolute Amount of Gross Revenue as of end of the year	20%	(Actual / Target) x Weight If less than ₱106.47 Million = 0%	₱125.02 Million	₱247.19 Million	₱368.78 Million	₱329.27 Million
	SM 4	Net Income After Tax (NIAT)	Total Revenues – Total Expenses	10%	(Actual / Target) x Weight if Less Than ₱1.22 Million = 0	₱2.83 Million	₱6.13 Million	₱16.70 Million	₱9.25 Million
		Sub-total		**30%**					

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		Component				Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating System	2018	2019	2020	2021
INTERNAL PROCESS	**SO 3**	**To Adopt ISO Requirements and Certification**							
	SM 5	Attain ISO 9001:2015 Certification	Actual Accomplishment	10%	All or Nothing	No ISO 9001:2015 Certification	ISO 9001:2015 Certification not obtained	Attain ISO 9001:2015 Certification	Attain ISO 9001:2015 Certification
	SO 4	**Efficient Delivery of Services**							
	SM 6	Percentage of Deliverables Completed	Number of Accomplished Milestone based on the timeline provided in the Contract / Total Deliverables	10%	All or Nothing	Cannot be validated	Cannot be validated	100% of Project Deliverables Completed within their Set Timeline	100% of Project Deliverables Completed within their Set Timeline[1]
	SO 5	**Continuous Research & Development thru Delivery of New Solutions and Applications**							
	SM 7	Number of Solutions Implemented	Number of Solutions Approved by the Board with Signed MOA	10%	All or Nothing	Cannot be validated	Cannot be validated	Fixed Asset Management System (FAMS) and the Travel Assignment Order Application System (TAOS) with at least 1 signed MOA	Fixed Asset Management System (FAMS) and the Travel Assignment Order Application System (TAOS) with at least 1 signed MOA
		Sub-total		**30%**					
LEARNING & GROWTH	**SO 6**	**Empowered Professional Workforce**							
	SM 8	Develop Competency Framework of the Organization	Actual Accomplishment	10%	All or Nothing	No Board-Approved Competency Model	No Board-Approved Competency Model Competency Baseline of Employees not established	Board-Approved Competency Model and Establish the Competency Baseline of Employees	Board-Approved Competency Model and Establish the Competency Baseline of Employees
		Sub-total		*10%*					
		TOTAL		**100%**					

[1] Target refers only to projects with set deliverables for 2021. Milestone/deliverable and timeline will be based on the contract.