

## OVERSEAS FILIPINO BANK (OFBank)

Component					Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System	2018	2019	2020	
SOCIO-ECONOMIC IMPACT	<b>SO 1</b>	<b>Support the Programs for the OFWs in partnership with OWWA, POEA and DOLE</b>						
	SM 1	Number of Implemented Signed Memorandum of Agreement with Partner Agencies	Actual Accomplishment	15%	(Actual / Target) x Weight	N.A.	N.A.	2 (1 - deposit based; 1 - loan based) <sup>1</sup>
	<b>Sub-Total</b>			<b>15%</b>				
	<b>SO 2</b>	<b>Maintain Status Quo in Capital Structure of OFBank</b>						
SM 2	Minimize Net Loss	Actual Accomplishment	15%	(1 - ((Actual - Target) / Target)) x Weight	N.A.	N.A.	Not more than ₱233.06 Million <sup>2</sup>	
FINANCIAL	<b>SO 3</b>	<b>Increase Deposit Base of OFWs</b>						
	SM 3	Increase Total Outstanding Deposit Amount of OFWs and Beneficiaries	Actual Accomplishment	20%	(Actual / Target) x Weight	N.A.	N.A.	Additional ₱160 Million of Deposits from OFWs
	<b>Sub-total</b>			<b>35%</b>				

<sup>1</sup> Actual Accomplishment of the target shall be granted upon "Actual Availment" of OFWs of Deposit and Loan Products.

<sup>2</sup> Based on the submitted COB, OFBank's Net Loss as of end of 3rd quarter 2019 is at ₱422.26Million. It was projected to be at ₱623.47Million by year-end 2019.

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<b>INTERNAL PROCESS</b>	<b>SO 4</b>	<b>Synergize Marketing Efforts</b>						
	SM 4	No. of onboarded alliance/ partnerships to internet/ mobile banking	Actual Accomplishment	10%	All or Nothing	N.A.	N.A.	1
	<b>SO 5</b>	<b>Streamline Banking Operations through Digital Solutions</b>						
	SM 5	Total No. of Digital Channels and Services Implemented	Actual Accomplishment	10%	All or Nothing	N.A.	N.A.	1 Digital Channel; and 1 Service-Digital On-Boarding System (DOBS) with Artificial Intelligence (AI)
	SM 6	Set-up Digital Hub	Actual Accomplishment	15%	(Actual / Target) x Weight	N.A.	N.A.	Transform former Cash Unit to a Digital Hub (90% Project Accomplishment based on the timetable)
	SM 7	Percentage of Applications Processed Within Prescribed Period	Number of Transactions Processed Within the Prescribed Period / Number of Transactions of the Year	5%	(Actual / Target) x Weight	N.A.	N.A.	100% of Transactions Processed Within the Prescribed Period <sup>3</sup>
			<b>Sub-total</b>		<b>40%</b>			

<sup>3</sup> Applicable time should be in compliance with RA 11032 otherwise known as the Ease of Doing Business and Efficient Government Service Delivery Act of 2018 (EODB).

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LEARNING & GROWTH	<b>SO 6 Establish a Competitive Employment Structure</b>						
	SM 8	Compliance to BSP Required Trainings	Actual Accomplishment	10%	(Actual / Target) x Weight	N.A.	N.A.
		<b>Sub-total</b>		<b>10%</b>			
		<b>TOTAL</b>		<b>100%</b>			