

DBP LEASING CORPORATION (DBP-LC)

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
SOCIAL IMPACT	SO 1	<b>Support the Government's Economic Development Priorities by Providing Leasing and Other Asset-Based Financing Services to Various Industries</b>							
	SM 1	Increase Total Loan and Lease Portfolio (Net as per Balance Sheet)	Absolute Amount <sup>1</sup>	25%	(Actual/Target) x Weight  If less than 2022 Actual = 0%	₱2.928 B	₱2.410 B	₱2.97 B	₱3.0 B
	<b>Sub-total</b>			<b>25%</b>					
FINANCE	SO 2	<b>Achieve Expected Return on Shareholder Investment by Growing Revenues through the Expansion of Credit Portfolio and by Efficient Management of Resources</b>							
	SM 2	Maintain Return on Equity-Net Income After Tax (ROE-NIAT)	Net Income After Tax / Average Net Worth	20%	(Actual / Target) x Weight  If less than 2022 = 0%	1.51%	-7.84%	1.92%	1.85%
	SM 3	Efficient Utilization of Corporate Operating Budget	Total Disbursement (Net of PS) / Total Board-Approved Corporate Operating	5%	(Actual / Target) x Weight  If less than 90% = 0%	-	-	90%	90%

<sup>1</sup> Net per Balance Sheet is composed of Financial Lease (Principal excluding Interest)/Loan Receivable – Residual Value (Financial Lease).

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	Budget (Net of PS)							
<b>Sub-total</b>		<b>25%</b>						
<b>SO 3</b>	<b>Provide Access to DBP Priority Sectors and SMEs to DBP-LC Financing Services</b>							
SM 4	Increase the Percentage of Clients within the DBP Priority Sectors and SMEs	Number of Clients within the DBP Priority Sector and SMEs / Total Number of Clients	10%	(Actual / Target) x Weight	26.09%	78.46%	80%	80%
<b>SO 4</b>	<b>Achieve a Satisfactory Rating from Customers in the Delivery of Financing Services</b>							
SM 5	Percentage of Satisfied Customers	Total Number of Respondents who Gave at least Satisfactory Rating / Total Number of Respondents	10%	(Actual / Target) x Weight If less than 80% = 0%	100%	-	90%	90%
<b>Sub-total</b>		<b>20%</b>						

STAKEHOLDERS

	Component				Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
INTERNAL PROCESS	<b>SO 5</b>	<b>Diversify Industry Exposure with Expanded Market Coverage and Product Offerings</b>							
	SM 6	Increase the Number of New Accounts Approved	Absolute Number	5%	All or Nothing	3	2	5	8
	<b>SO 6</b>	<b>Achieve High-Quality Portfolio Through Adoption of Best Practices in Account Management and Credit Risk Due Diligence</b>							
	SM 7	Improve Past Due Rate	Total Past Due / Total Portfolio	5 %	All or Nothing	7.54%	9.92%	≤6.5%	≤37.17%
	<b>SO 7</b>	<b>Streamline Processes Based on the Industry Best Practices</b>							
	SM 8	Percentage of Applications Processed Within Prescribed Period from Receipt of Complete Requirements	Number of Applications Processed within Applicable Processing Time <sup>2</sup> / Total Number of Applications	5%	(Actual / Target) x Weight  If less than 95% = 0%	-	-	100%	100%

<sup>2</sup> Applicable processing time based on DBP-LC's compliance with Republic Act No. 11032 as provided in DBP-LC's Citizen's Charter.

Component					Baseline Data		Target		
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		with Complete Documents							
	SM 9	Attain Quality Management Certification	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Certification Maintained	-	Retain ISO 9001:2015 Certification (Pass the Surveillance Audit)	ISO 9001:2015 Certification (Pass the Surveillance Audit)
	<b>Sub-total</b>			<b>20%</b>					
LEARNING AND GROWTH	SO 8	<b>Ensure Personnel Complement Best Fit to Achieve Organizational Objectives</b>							
	SM 10	Improvement on the Competency Level of the Organization	Actual Accomplishment	5%	All or Nothing	-	-	Improvement in the Competency Baseline of the Organization	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

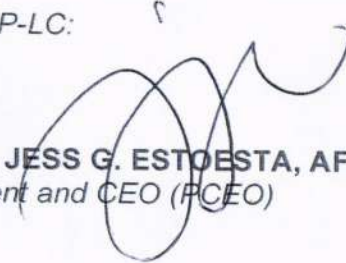
Component					Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
<b>SO 9</b>	<b>Develop and Implement Complementary Management and Technological Systems to Support Business Operations</b>							
SM 11	Implementation of Information Systems Strategic Plan (ISSP)	Actual Accomplishment	5%	All or Nothing	-	-	100% Completion of 2022 Deliverables Based on the Revised ISSP 2020-2024	100% Completion of 2023 Deliverables Based on the Revised ISSP 2023-2025 <sup>3</sup>
	<b>Sub-total</b>		<b>10%</b>					
	<b>Grand Total</b>		<b>100%</b>					

For GCG:



**Justice ALEX L. QUIROZ (Ret.)**  
 Chairperson

For DBP-LC:



**BGEN. JESS G. ESTOESTA, AFP (Ret.)**  
 President and CEO (PCEO)

<sup>3</sup> The reference for the annual validation shall be the Board-approved revised ISSP 2020-2024 as submitted to or approved by the DICT.