

## DBP LEASING CORPORATION

	Component				Baseline	Target		
	Objective/Measure	Formula	Weight	Rating System	2014	2015	2016	
SOCIAL IMPACT	SO 1	<b>Support the Government's Priorities through the Provision of Leasing and Other Asset-based Financing Services</b>						
	SM 1	Total Loan and Lease Portfolio (Principal only)	Absolute Amount	20%	(Actual/Target) x Weight	₱909.85 Million	₱2 Billion	₱2.25 Billion
	SM 2	Ranking in the Finance/Leasing Industry (in terms of total assets)	Ranking from Philippine Finance Association	5%	(Actual/Target) x Weight	14th	9th	12th
			<b>Sub-total</b>	<b>25%</b>				
FINANCIAL	SO 2	<b>Achieve Expected Return on Shareholder Investment by Maximizing Revenues and Minimizing Expenses</b>						
	SM 3	ROE - Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA)	EBITDA/ Ave. Net Worth	10%	(Actual/Target) x Weight	3.22%	12%	8%
	SM 4	ROE - Net Income After Taxes (NIAT)	NIAT/ Ave. Net Worth	5%	(Actual/Target) x Weight	-7.37%	3%	3%
			<b>Sub-total</b>	<b>15%</b>				
STAKEHOLDERS	SO 3	<b>Achieve a High-Level of Customer Satisfaction in the Delivery of Financing Services</b>						
	SM 5	Satisfaction Rating (Third Party)		5%	All or Nothing	83.33% Satisfactory	Satisfactory Rating or its equivalent	Satisfactory Rating
	SO 4	<b>Access of DBP Priority Sectors to Leasing Products and Services</b>						
	SM 6	Percent of Credit Portfolio - Public Sector	Credit Portfolio-Public Sector/ Total Credit Portfolio	5%	(Actual/Target) x Weight	21.31%	20%	20%

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SM 7	Percent of Credit Portfolio - Private Priority Sector	Credit Portfolio-Private Sector/ Total Credit Portfolio	3.75%	(Actual/Target) x Weight	78.69%	50%	50%	
		<b>Sub-total</b>	<b>13.75%</b>					
<b>INTERNAL PROCESS</b>	<b>SO 5</b>	<b>Diversify Industry Exposure with Expanded Product Offerings</b>						
	SM 8	Number of Industries in Credit Portfolio (4-Digit Level of PSIC Classification)	Absolute Number	5%	(Actual/Target) x Weight	8	8	15
	SM 9	Number of New Accounts Booked	Absolute Number	7.5%	(Actual/Target) x Weight	14	20	20
	<b>SO 6</b>	<b>Streamline Processes based on Industry Best Practices</b>						
	SM 10	Average TAT of Approval of Applications Upon Receipt of Complete Documentation (URCP)	Total number of working days to approve applications/ Total number of applications	5%	$(1 - ((\text{Actual} - \text{Target}) / \text{Target})) \times \text{Weight}$	52	45	40
	<b>SO 7</b>	<b>Achieve High Quality Portfolio through Enhanced Credit Evaluation, Account and Remedial Management</b>						
	SM 11	Percent of Real & Other Properties Acquired (ROPA)	Total ROPA/ Total Assets	8.75%	(Actual/Target) x Weight	13.41%	7%	6%
	SM 12	Past Due	Total Past Due/Total Portfolio	10%	(Actual/Target) x Weight	2.132%	<3%	<3%
		<b>Sub-total</b>	<b>36.25%</b>					

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LEARNING & GROWTH	SO 8	Ensure Personnel Complement Best Fit to Achieve Organizational Objectives						
	SM 13	Achieve Proficiency Training		5%	All or Nothing	n/a	Competency Framework Approved by DBP-LC Board	Assessment of Competency Level
	SM 14	Percent of Employees Retained	No. of Employees Retained at the end of the year / Total No. Employees at the end of the year	2.5%	(Actual/Target) x Weight	n/a	85%	85%
	SO 9	Develop and Implement Complementary Management and Technological Systems to Support Business Operations						
	SM 15	Percent of Compliance with Information Systems Strategic Plan (ISSP)	Tasks & Activities Completed for Year/ Tasks & Activities Planned for the Year	2.5%	(Actual/Target) x Weight	n/a	100% ISSP Completed	100% Compliance with ISSP
				<b>Sub-total</b>	<b>10%</b>			
			<b>Total</b>	<b>100%</b>				

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