

OVERSEAS FILIPINO BANK (A Savings Bank of LANDBANK)

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
SOCIO-ECONOMIC IMPACT	SO 1	Support the Government's Programs on Digital Transformation to Promote Greater Financial Inclusion							
	SM 1	Number of New Products/Services Launched	Absolute Number	15%	(Actual / Target) x Weight	NA	2 1. Retail Treasury Bonds Facility with BTr 2. Retail On-shore Dollar Bonds Investment Facility with BTr	2 new lending products and 2 new facilities via MBA	4 enhancements/new facilities via the MBA
	Sub-Total			15%					
	SO 2	Maintain Compliance on Capital Adequacy Requirement							
SM 2	Net Equity for a Digital Bank	Absolute Amount	20%	All or Nothing	N/A	N/A	₱1.0 Billion	Not less than ₱1.0 Billion	
FINANCIAL	SO 3	Improve Liquidity Position by Increasing Deposit Base							
	SM 3a	Increase Total Outstanding Deposit Amount	Actual Increase in Total Outstanding Deposit	5%	(Actual / Target) x Weight	N/A	NA	NA	₱3.8 Billion

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SM 3b	Increase in Total Number of DOBSAI Accounts	Actual Increase in Total Number of DOBSAI Accounts	5%	Not applicable	N/A	N/A	Additional 87,769	Additional 105,600
SO 4	Improve Profitability by Generating Income							
SM 4	Increase Net Income after Tax	(Interest Income + Other Operating Income) – (Interest Expense + Provision for Losses + Other Operating Expenses) – Income Tax	15%	(Actual / Target) x Weight	₱(126.43) Million	₱(123.903) Million	₱38.29 Million	₱1 00 Million
SM 5	Efficient Utilization of Corporate Budget	Total Disbursement / Total DBM Approved Corporate Operating Budget (both net of PS)	2.5%	(Actual / Target) x Weight	N/A	N/A	90%	90%

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CUSTOMER/ STAKEHOLDERS	SO 5	Increase Loan Base							
	SM 6	Increase in Total Outstanding Loans	Absolute Amount	10%	(Actual / Target) x Weight	N/A	Measure excluded	₱ 2.501 Billion total outstanding loans	Additional ₱ 85 Million from 31 December 2022 loan balance
		Sub-Total		57.5%					
	SO 6	Timely, Reliable Products and Service through Synergized marketing efforts							
SM 7	Percentage of Satisfied Customers	Number of Respondents who gave a rating of at least Satisfactory / Total Number of Respondents	5%	(Actual / Target) x Weight Below 80% = 0%	N/A	Non-compliant	90%	90%	
SM 8	Total Number of Conducted Financial Trainings/Webinars, PDOS, and Other Marketing Activities	Actual Accomplishment	10%	(Actual/Target) x Weight	N/A	N/A	315 webinars/online PDOS	800 ¹ webinars/PDOS	
	Sub-Total		15%						

¹ With minimum 50 attendees for OFBank-led webinars and PDOS. With minimum 10 attendees if webinar is co-organized with other agencies.

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INTERNAL PROCESS	SO 7	Implementation of Process Improvement							
	SM 9a	Percentage of Loan Application Processed within Applicable Turnaround Time (TAT)	No. of loan transactions processed within the prescribed period / Total number of loan applications received	2.5%	(Actual/Target) x Weight	N/A	NA	100%	100% ²
	SM 9b	Percentage of Accounts Opened within Applicable Turnaround Time	No. of accounts opened/processed within prescribed period / Total number of applications received	2.5%	(Actual/Target) x Weight	NA	NA	NA	100% ³

² Applicable Turnaround Time shall be in accordance with OFBank's Citizen's Charter in compliance with Republic Act No. 11032 otherwise known as the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

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SM 9c	Develop Quality Management System	Actual Accomplishment	2.5%	(Actual/Target) x Weight	N/A	N/A	Board-approved: a. Quality Policy b. Quality Management System Manual c. Quality Management System Procedure	Conduct the following: 1. IMS Briefing/ Refresher 2. Readiness Assessment 3. Update Operations Manual
SO 8	Compliance on Sustainable Finance							
SM 10	Implement Sustainable Finance Framework	Actual Accomplishment	2.5%	(Actual/Target) x Weight	NA	NA	NA	Implement the following: 1. SFF Briefing and Assessment via a learning portal (LEAP) 2. Incorporation of ESRMS in the Bank's Existing Guidelines
		Sub-Total	10%					

Component					Baseline Data		Target		
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	SO 9	Establish a Competitive Structure							
LEARNING AND GROWTH	SM 11	Improvement on the Competency Level of the Organization	Actual Accomplishment	2.5%	(Actual/Target) x Weight	N/A	Unacceptable	Board-approved Competency Framework ⁴ with the following documents: 1. Competency Catalogue 2. Competency Framework 3. Competency Tables 4. Competency Matrix 5. Position Profiles 6. Competency-Based Job Description	Competency Baseline
		<i>Sub-total</i>		2.5%					
		Total		100%					

For GCG:



Justice ALEX L. QUIROZ (Ret.)
Chairperson

For OFBANK:



MR. RANDOLPH L. MONTESA
President and CEO (PCEO)