

DBP LEASING AND FINANCE CORPORATION (DBP-LC)

		COMPONENTS			BASELINE DATA <sup>1</sup>		TARGET		
	OBJECTIVES/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2021	2022	2023	2024	
SOCIAL	SO 1	Support the Government's Economic Development Priorities by Providing Leasing and Other Asset-Based Financing Services to Various Industries							
	SM 1	Increase Total Loan and Lease Portfolio (Net as per Balance Sheet)	Absolute Amount	25%	(Actual / Target) x Weight <i>If less Than 2023 Actual = 0%</i>	₱2.410 Billion	₱2.48 Billion	₱3.00 Billion	₱3.00 Billion
		<b>Sub-Total</b>		<b>25%</b>					
	SO 2	Achieve Expected Return on Shareholder Investment by Growing Revenues through the Expansion of Credit Portfolio and by Efficient Management of Resources							
FINANCIAL	SM 2	Maintain Return on Equity-Net Income After Tax (ROE-NIAT)	Net Income After Tax / Average Net Worth	20%	(Actual / Target) x Weight <i>If less than 2023 Actual = 0%</i>	-7.84%	-0.80%	1.85%	1.85%
	SM 3	Efficient Utilization of Corporate Operating Budget	Total Disbursement (Net of PS) / Total Board-Approved Corporate Operating Budget (Net of PS)	5%	(Actual / Target) x Weight <i>If less than 90% = 0%</i>	N/A	70.31%	90%	90%
		<b>Sub-Total</b>		<b>25%</b>					

<sup>1</sup> The 2021 and 2022 baseline data are based on the Validated 2021 and 2022 Performance Scorecard released by the Governance Commission.

	COMPONENTS				BASELINE DATA <sup>1</sup>		TARGET		
	OBJECTIVES/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2021	2022	2023	2024	
STAKEHOLDER	<b>SO 3</b>	<b>Provide Access of 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	78.46%	83.61%	80%	85%
	<b>SO 4</b>	<b>Achieve a Satisfactory Rating from Customers in the Delivery of Financing Services</b>							
	SM 5	Percentage of Satisfied Customers	Number of Respondents who gave at least Satisfactory Rating / Total Number of Respondents	10%	(Actual / Target) x Weight <i>If less Than 80% = 0%</i>	<i>No Accomplishment</i>	<i>No Accomplishment</i>	90%	90%
		<b>Sub-Total</b>		<b>20%</b>					
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	2	4	8	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	9.92%	9.55%	≤37.17%	≤37.17%

COMPONENTS				BASELINE DATA <sup>1</sup>			TARGET	
	OBJECTIVES/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2021	2022	2023	2024
<b>SO 7</b>	<b>Streamline Processes Based on Industry Best Practices</b>							
SM 8	Percentage of Applications Processed within Prescribed Period from Receipt of Complete Requirements	Number of Applications Processed within Prescribed Period / Total Number of Applications with Complete documents	5%	(Actual / Target) x Weight  If less Than 95% = 0%	Unverifiable	Unverifiable	100%	100%
SM 9	Attain Quality Management Certification	Actual Accomplishment	5%	All or Nothing	No Accomplishment	No Accomplishment	ISO 9001:2015 Certification (Pass the Surveillance Audit)	Maintain ISO 9001:2015 Certification (Pass the Surveillance Audit)
	<b>Sub-Total</b>		<b>20%</b>					
<b>SO 8</b>	<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	No Accomplishment	No Accomplishment	Board-approved Competency Framework with the following documents:  1. Competency Catalogue 2. Competency Framework 3. Competency Tables 4. Competency Matrix 5. Position Profiles Competency- Based Job Description	Board-approved Competency Framework with the following documents:  1. Competency Catalogue 2. Competency Framework 3. Competency Tables 4. Competency Matrix 5. Position Profiles Competency- Based Job Description

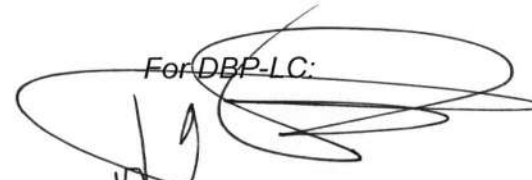
COMPONENTS				BASELINE DATA <sup>1</sup>		TARGET		
	OBJECTIVES/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2021	2022	2023	2024
SO 9	Develop and Implement Complementary Management and Technological Systems to Support Business Operations							
SM 11	Implementation of Information Systems Strategic Plan (ISSP)	Actual Accomplishment	5%	Actual / Target x Weight	No Accomplishment	No Accomplishment	100% Completion of 2023 Deliverables based on the Revised ISSP 2023-2025	100% Completion of 2024 Deliverables based on the ISSP 2023-2025
	<b>Sub-Total</b>		<b>10%</b>					
	<b>Total</b>		<b>100%</b>					

For GCG:



**ATTY. MARIUS P. CORPUS**  
Chairperson

For DBP-LC:



**HON. ANDREW C. KONG**  
President and CEO (PCEO)