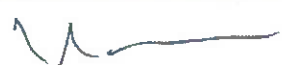


2025 PERFORMANCE SCORECARD (Annex B)

DEVELOPMENT BANK OF THE PHILIPPINES (DBP)

Component					Baseline Data		Target			
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024		2025	
							Target	Reported Actual Accomplishment¹	Target	
SOCIO-ECONOMIC IMPACT	SO 1	Support the National Government in its effort towards building a stronger and more resilient Philippine economy, particularly through broader financial inclusion and sustainable infrastructure development								
	SM 1	Total Loans to Borrowers Portfolio²	Outstanding Loan Amount	22.5%	(Actual / Target) x Weight	₱489.67 Billion	₱509.19 Billion	₱547.00 Billion	₱512.35 Billion	₱550 Billion
		Sub-total		22.5%						
	SO 2	Strengthen the Bank's financial structure to support its growth and countryside expansion mission								
FINANCE	SM 2	Total CASA Deposits	Sum of all Demand Deposit (CA) and Regular Savings Deposit (SA)	12.5%	(Actual / Target) x Weight	₱328.88 Billion	₱322.84 Billion	₱375.96 Billion	₱379.64 Billion	₱ 405.630 Billion
	SM 3	Budget Utilization Rate	Total Disbursements / COB (both net of PS)	5%	(Actual / Target) x Weight	75.59%	52.87%	90%	44.59%	90%

¹ Based on the 2024 3rd Quarter Monitoring Report of DBP.² For Monitoring only: (a) Total Loan Portfolio for infrastructure and Logistics; (b) TLP for Social infrastructure; (c) TLP for MSMEs (d) TLP for Environmental Loan



Component					Baseline Data		Target			
	Objective/Measure		Formula	Weight	Rating System	2022	2023	2024		2025
								Target	Reported Actual Accomplishment ¹	Target
	SM 4	Increase Net Income After Tax	Total Revenue less total Expenses	10%	(Actual / Target) x Weight	₱3.89 Billion	₱5.93 Billion	₱5.51 Billion	₱7.10 billion (Based on the unaudited FS) ³	₱7.360 Billion
	SM 5	Improve Portfolio Quality - Non-Performing Loans (NPL) Reduction	Actual Accomplishment	2.5%	All or Nothing	2.6%	N/A	N/A	N/A	NPL Figure not higher than the 2024 Actual
	SM 6	Cost-to-Income Ratio	Annualized Non-Interest Expenses / Annualized Total Operating Income	2.5%	{1- [(Actual/Target) / Target] x Weight}	N/A	N/A	N/A	N/A	61%
	Sub-total			32.5%						

³ Based on submitted year-end 2024 unaudited Financial Statement of DBP.

Component					Baseline Data		Target			
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024		2025	
							Target	Reported Actual Accomplishment ¹	Target	
CONSTITUENCY	SO 3	Provide quality customer experience to all stakeholders throughout all Bank channels								
	SM 7	Percentage of Satisfied Customers (External)	No. of respondents who rated DBP at least "Satisfactory" / Total No. of respondents	10%	(Actual / Target) x Weight If less than 80% = 0%	94.1%	98.89%	90%	No report from ARTA yet.	90%
		Sub-total		10%						
INTERNAL PROCESS	SO 4	Integrate sustainability measures into the Bank's operations and processes								
	SM 8	Implementation of Sustainability Plan	Actual Accomplishment x Weight Allocation	5% ⁴	All or Nothing (per sub-targets)	Completion of 2022 milestones per transition plan	Completion of 2023 milestones per transition plan	Completion of 2024 milestones per sustainability plan	57.89% completed milestones	Completion of 2025 milestones/targets per approved sustainability plan (see Appendix A)

⁴ Based on the DBP Sustainability Roadmap for 2025. The composition of 5% weight is as follows: (6.1) 2% - Net zero emissions (a. lending in power generation & b. Internal Operations); (6.2) 2% - Doubling contributions on Sustainable Development Goals (SDGs); (6.3) 1% - Financial Inclusion Initiatives per approved Sustainability Plan.

Component					Baseline Data		Target			
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024		2025	
							Target	Reported Actual Accomplishment ¹	Target	
	SO 5	Improve Bank-wide data management, operational synchronicity and process efficiency								
	SM 9	Percentage of Loan Applications Processed within Turnaround Time (TAT)	No. of loans processed within TAT per Citizen's Charter & EODB Law / Total No. of Loans processed	5%	(Actual / Target) x Weight	97.78%	94.78%	100%	97.98%	100%
	SM 10	Percentage of Service Availability of ATMs	95% of onsite ATMs with at least % availability and 85% of NCR and 85% of countryside ATMs with at least 75% availability	2.5%	(Actual / Target) x Weight	67.98%	67.37%	90% Onsite ATMs with at least 80% availability 80% of NCR and 70% of Countryside Offsite ATMs with at least 75% availability	95.10% Onsite 80% NCR 85.38% Countryside	95% Onsite ATMs with at least 80% availability
				2.5%						85% of Offsite ATMs in NCR and Countryside with at least 75% availability
		Subtotal		15%						

Component					Baseline Data		Target			
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024		2025	
							Target	Reported Actual Accomplishment¹	Target	
ORGANIZATION	SO 6	Develop motivated, competent and values-oriented development bankers								
	SM 11	Integration of Competency Standards	Actual Accomplishment	5%	(Actual / Target) x Weight	Improvement of 0.37%	Improvement of 1.18%	Improvement on the competency level of the organization from the 2023 baseline.	Improvement of 0.06%	At least 85% of employees meet competency requirement
	SO 7	Build the foundations for a digitally competitive and resilient DBP								
	SM 12	Implementation of ICT Projects	No. of ICT Projects completed vs. Projects in Approved ISSP/Tactical Plan	2.5%	(Actual / Target) x Weight	66.67%	72.84%	100%	39.53%	Completion of projects per ISSP/Tactical plan

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Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024		2025
							Target	Reported Actual Accomplishment ¹	Target
		Implementation of Mobile Banking Application (MBA) and Retail Internet Banking (RIB)	2.5% ⁵	All or Nothing					Completion and Deployment of MBA and RIB for 2025
SM 13	Development of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	N/A	N/A	N/A	N/A	Board-Approved Disaster Risk Reduction and Management (DRRM) Plan
SO 8	Fostering Resiliency, Equity, and Sustainability								
SM 14	Integrated Management System (IMS) Certification	Actual Certificate from Certifying body (Third-party)	5%	All or Nothing	Completed Surveillance Audit	Continued Certification of IMS	Continuing Certification of the Bank's IMS covering core Bank processes	Completed IMS Recertification	Continuing Certification of the Bank's IMS covering core Bank processes
	Sub-total		20%						
	TOTAL		100%						

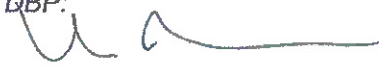

⁵ 1.25% for the MBA and 1.25% for the RIB.

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024		2025
							Target	Reported Actual Accomplishment¹	Target
	BONUS STRATEGIC MEASURE:								
	GAD Budget Utilization		1%	All or Nothing	-	-	-		5% of Total COB
	ISO Certification on any of the following standards: a. Environmental Management System Certification b. Business Continuity Management System		1%	All or Nothing	-	-	-		ISO 14001:2015 Certification / Recertification ISO 22301:2019 Certification

For GCG:


ATTY. MARIUS P. CORPUS
Chairperson

For DBP:


HON. MICHAEL O. DE JESUS
President and CEO (PCEO)


APPENDIX A: SM 6: Implementation of Sustainability Plan

SUSTAINABILITY COMMITMENTS	RATING SYSTEM	TARGETS
I. Net Zero Emission ¹ by 2040 a. Lending in power generation	2%	GHG emission avoidance (tons of CO ₂ e) = GHG emission avoidance (tons of CO ₂ e) = 490,755
b. Internal Operations		Electricity Consumption: 12,000,000 kwh Fuel Consumption: 700,000 liter. Carbon sequestration: 93,255.56 tons of CO ₂ e
II. Doubling Contributions to Sustainable Development Goals (SDGs) by 2040 based on 2021 baseline data	2%	Number of Farmer Beneficiaries: 1,800 Number of Beds Financed: 3,254 Number of classrooms financed: 2,058 Water source development: 498,669m ³ Number of electric vehicles financed: 59 Number of housing units financed – 29,202
III. Financial Inclusion	1%	Number of new accounts opened under the Financial Inclusion and Young Earners Deposit Accounts: 6,739 Beneficiaries supported through Corporate Social Responsibility (CSR) initiative: 320 beneficiaries

¹ Net Zero Emission focusing on DBP's Internal Operations and Lending in Power Generation.

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