DBP DATA CENTER, INC. (DCI)

Component				Baseline Data		Target	
Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
SO 1 **To Provide Quality and Timely IT Services to Priority Areas to Support their Business Operations**							
SM 1 Number of New Projects	Absolute Number of Signed Memoranda of Agreement (MOA) or Notice of Award (NOA)	20%	(Actual / Target) x Weight	4 Signed MOA/NOA	8 Signed MOA/NOA	8 Signed MOA / NOA	8 Signed MOA / NOA
SM 2 Percentage of Satisfied Customers	Number of Respondents who gave a rating of at least Satisfactory / Total Number of Respondents	5%	(Actual / Target) x Weight If below 80% = 0%	Result not acceptable	82.35%	90%	90%
Sub-Total		**25%**					
SO 2 **To Generate Revenues to Support its Own Operation and Provide Returns of Investments to the Stockholders**							
SM 3 Value of Services	Absolute Year-End Amount of Gross Revenue	20%	(Actual / Target) x Weight	₱188.34 Million	₱152.45 Million	₱251.95 Million	₱278.81 Million
SM 4 Net Income After Tax (NIAT)	Total Revenue – Total Expenses	10%	(Actual / Target) x Weight	₱4.64 Million	(₱1.31 Million)	₱8.67 Million	₱8.94 Million

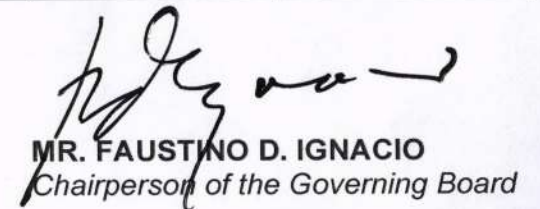|		Component				Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
	SM 5	Disbursements Budget Utilization Rate (BUR)	Total Disbursements / Total Corporate Operating Budget as noted by the DBP (both net of PS)	5%	(Actual / Target) x Weight	-	-	90%	90%
		Sub-Total		**35%**					
INTERNAL PROCESS	**SO 3**	**Efficient Delivery of Services**							
	SM 6	Percentage of Deliverables Completed	Number of Contracts with Accomplished Deliverables Due for 2023 / Total Number of Contracts with Deliverables Due for 2023	10%	(Actual / Target) x Weight	Cannot be validated	21.43%	100% of Development Contracts with Deliverables Due for 2022 Completed	100% of the Development Contracts with Deliverables Due for 2023 Completed
	SO 4	**Continuous Research and Development thru Delivery of New Solutions and Applications**							
	SM 7	Number of Solutions Implemented	Number of Solutions Approved by the Board	5%	All or Nothing	No Signed MOA	No Signed MOA	One (1) New Solution (System) Approved by the Board with Signed Contract	One (1) New Solution (System) Approved by the Board
	SO 5	**Develop and Implement Quality Management and Technological Systems to Support Operations**							
	SM 8	Attain ISO Certification 9001:2015	Actual Accomplishment	10%	All or Nothing	ISO 9001:2015 Certification not obtained	Measure excluded	Attain ISO 9001:2015 Certification	Attain ISO 9001:2015 Certification

Component					Baseline Data		Target	
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023
SM 9	Percentage of Completion of the ISSP	Total Number of Deliverables Due for 2023 Attained / Total Number of Deliverables Due for 2023	5%	(Actual / Target) x Weight	-	-	100% Attainment of 2022 Deliverables (Based on DICT Endorsed/ Approved ISSP 2021-2023)	100% Attainment of 2023 Deliverables (Based on DICT Endorsed/ Approved ISSP 2021-2023)
	Sub-Total		*30%*					
SO 6	**Empowered Professional Workforce**							
SM 10	Improvement in the Competency Baseline of the Organization	Competency Baseline 2023[1] – Competency Baseline 2022	10%	All or Nothing	No Board-Approved Competency Model and Competency Baseline of Employees	No Board-Approved Competency Model and Competency Baseline Established	Board-Approved Competency Framework and Establish the Competency Baseline of Employees	Improvement in the Competency Baseline of the Organization
	Sub-Total		*10%*					
	TOTAL	.	**100%**					

For GCG:

Justice ALEX L. QUIROZ (ret.)
Chairperson

For DCI:

ATTY. KRISTJAN VICENTE TOMAS GARGANTIEL
President and CEO

MR. FAUSTINO D. IGNACIO
Chairperson of the Governing Board

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[1] Improvement in the competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\sum_{b=1}^{B}\left[\frac{\sum_{a=1}^{A}\left(\frac{Actual\ Competency\ Level}{Required\ Competency\ Level}\right)_a}{A}\right]_b \Big/ B$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled