

## DEVELOPMENT BANK OF THE PHILIPPINES (DBP)

Component					Baseline Data		Target			
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024		2025	
							Target	Reported Actual Accomplishment <sup>1</sup>	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 Portfolio <sup>2</sup>	Outstanding Loan Amount	22.5%	(Actual / Target) x Weight	₱489.67 Billion	₱509.19 Billion	₱547.00 Billion	₱512.35 Billion	₱550 Billion
		<b>Sub-total</b>		<b>22.5%</b>						
FINANCE	SO 2	Strengthen the Bank's financial structure to support its growth and countryside expansion mission								
	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%

<sup>1</sup> Based on the 2024 3<sup>rd</sup> Quarter Monitoring Report of DBP.

<sup>2</sup> 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

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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 <i>(Based on the unaudited FS)<sup>3</sup></i>	₱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%
<b>Sub-total</b>			<b>32.5%</b>						

<sup>3</sup> Based on submitted year-end 2024 unaudited Financial Statement of DBP.

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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%
		<b>Sub-total</b>		<b>10%</b>						
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% <sup>4</sup>	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)

<sup>4</sup> 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.



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<b>SO 5 Improve Bank-wide data management, operational synchronicity and process efficiency</b>									
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	90% of onsite ATMs with at least 80% availability and 80% of NCR and 70% 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
<b>Subtotal</b>			<b>15%</b>						

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<b>ORGANIZATION</b>	<b>SO 6</b>	<b>Develop motivated, competent and values-oriented development bankers</b>								
	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
	<b>SO 7</b>	<b>Build the foundations for a digitally competitive and resilient DBP</b>								
	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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		Implementation of Mobile Banking Application (MBA) and Retail Internet Banking (RIB)	2.5% <sup>5</sup>	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	<b>Fostering Resiliency, Equity, and Sustainability</b>								
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
	<b>Sub-total</b>		<b>20%</b>						
	<b>TOTAL</b>		<b>100%</b>						

<sup>5</sup> 1.25% for the MBA and 1.25% for the RIB.



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<b>BONUS STRATEGIC MEASURE:</b>									
GAD Budget Utilization		1%	All or Nothing	-	-	-	-	5% of Total COB	
ISO Certification on any of the following standards:		1%	All or Nothing	-	-	-	-	ISO 14001:2015 Certification / Recertification	
a. Environmental Management System Certification								ISO 22301:2019 Certification	
b. Business Continuity Management System									

For GCG:



**ATTY. MARIUS P. CORPUS**  
Chairperson

For DBP:



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



SUSTAINABILITY COMMITMENTS	RATING SYSTEM	TARGETS
I. Net Zero Emission <sup>1</sup> by 2040 a. Lending in power generation	2%	GHG emission avoidance (tons of CO <sub>2</sub> e) = GHG emission avoidance (tons of CO <sub>2</sub> 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 <sub>2</sub> 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 <sup>3</sup> 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

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

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