

## CORPORATE GOVERNANCE SCORECARD REPORT A

Name of GOCC: Development Bank of the Philippines									
Sector: Government Financial Institutions									
Date submitted: April 01, 2022									
Year being assessed: 2021									
Date assessed: March 28, 2022									

COMPONENT				GOCC SUBMISSION				GCG VALIDATION	
GRP	ITEM	QUESTION	ANS	GUIDE	COMPLIANCE	ANS	REFERENCE LINK/SUPPORTING DOCUMENTS	ANS	Comments
<b>I. Stakeholder Relationship</b>									
I	1.a	Does the GOCC disclose a policy that: Stipulates the existence and scope of its effort to address customer's welfare?	Y	<p>The GOCC must 1.) identify its stakeholders and 2.) state the policies that were created for the welfare of its customers.</p> <p>The stated policies must not be ambiguous and should include their underlying principles and guidelines.</p>	<p>The Manual of Corporate Governance identified the various stakeholders of the Development Bank of the Philippines (DBP). It likewise stated its duties and obligations towards its stakeholders and how it undertakes to resolve conflicts of interest involving stakeholders.</p> <p>DBP also disclosed its policies relative to customer's welfare through its Citizen's Charter, Complaints Handling Program, and the 2021 Annual Corporate Governance Report.</p>	Y	<p>1. Section II.B Relationship with Stakeholders, DBP's Manual of Corporate Governance (Page 4 - 6), Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2018/05/D5.pdf#page=4">https://www.dbp.ph/wp-content/uploads/2018/05/D5.pdf#page=4</a></p> <p>2. Citizen's Charter 2021 (1st Edition), Citizen's Charter Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/12/DBP-Citizens-Charter-2021-1st-edition-CART-approved-1.pdf#page=144">https://www.dbp.ph/wp-content/uploads/2021/12/DBP-Citizens-Charter-2021-1st-edition-CART-approved-1.pdf#page=144</a></p> <p>3. DBP Complaints Handling Program, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/dbp-complaints-handling-program">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/dbp-complaints-handling-program</a></p> <p>4. Section. E Complaints Handling, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=E.%20Complaints%20Handling">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=E.%20Complaints%20Handling</a></p> <p>5. Section G.1 (a) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate</a></p>		
I	1.b	Does the GOCC disclose a policy that: Elaborates its efforts to interact with the communities in which they operate?	Y	<p>The GOCC must clearly identify its policy on interacting with the communities around it.</p> <p>The identified policy must not be ambiguous and should include its principles and guidelines.</p>	<p>DBP disclosed its policies relative to community interaction in its 2021 Annual Corporate Governance Report. The DBP Website also has a Page featuring the following: (1) Policy on Community Involvement which ensures that development trickles down to the communities and individuals in need; and (2) Social Policy Statement which emphasizes its commitment to social protection and sustainable development by integrating and implementing social consideration into all aspects of its operations and services, asset management, and business decision.</p>	Y	<p>1. DBP's Policy on Community Involvement, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/dbps-policy-on-community-involvement/">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/dbps-policy-on-community-involvement/</a></p> <p>2. Section G.1 (c) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>3. Social Policy Statement, Social Services &amp; Community Development Page, DBP Website - <a href="https://www.dbp.ph/developmental-banking/social-services-community-development/dbp-social-policy-statement/">https://www.dbp.ph/developmental-banking/social-services-community-development/dbp-social-policy-statement/</a></p>		
I	1.c	Does the GOCC disclose a policy that: Ensure that its value chain is environmentally friendly or is consistent with promoting sustainable development?	Y	<p>The GOCC must clearly identify its policy on 1) keeping its value chain environmentally friendly or 2) promoting sustainable development.</p> <p>The identified policy must not only show how the GOCC complies with existing environmental regulations but should also show how it employs value processes that reduce waste and damage to the environment. The policy should also not be ambiguous and should include its principles and guidelines.</p>	<p>DBP's 2021 Annual Corporate Governance Report contains details of its policies promoting environmental protection and sustainable development. DBP's Website also has a page featuring its commitment to environmental protection and sustainable development by integrating and implementing environmental considerations into all aspects of its operations and services, asset management, and business decisions.</p>	Y	<p>1. Section G.1 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>2. DBP Environmental Policy Statement, Environment and Climate Change Page, DBP Website - <a href="https://www.dbp.ph/developmental-banking/environment-initiatives/dbp-environmental-policy-statement/">https://www.dbp.ph/developmental-banking/environment-initiatives/dbp-environmental-policy-statement/</a></p>		

I	2.a	Does the GOCC disclose the activities that it has undertaken to implement the abovementioned policies? (Customer health and safety)	Y	<p>The GOCC must state the activities it has undergone during the year being assessed to implement its policies on customer health and safety.</p> <p>The GOCC must state the dates when the aforementioned activities took place.</p>	<p>In the past year, DBP conducted several activities to ensure the welfare of its customers. The 2021 Annual Corporate Governance Report enumerates its efforts in line with its policy on customer's health and safety.</p> <p>DBP's website also has a section on its Complaints Handling Program as well as the specific details of its programs and activities, beneficiaries, and status of implementation as well as the corresponding key result area in the past year.</p>	Y	<p>1. Section G.1 (a) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>2. DBP Complaints Handling Program, Corporate Governance Page, Transparency Seal, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/dbp-complaints-handling-program/">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/dbp-complaints-handling-program/</a></p> <p>3. DBP Projects, Programs and Activities, Beneficiaries, and Status of Implementation, Transparency Seal Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/DBP-Programs_Projects-Supporting-the-Five-KRAs-Under-E.O.-43-s.-2011.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/DBP-Programs_Projects-Supporting-the-Five-KRAs-Under-E.O.-43-s.-2011.pdf</a></p> <p>4. Section E. Complaints Handling, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=E.%20Complaints%20Handling">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=E.%20Complaints%20Handling</a></p>		
I	2.b	Does the GOCC disclose the activities that it has undertaken to implement the abovementioned policies? (Interaction with the communities)	Y	<p>The GOCC must state the activities it has undergone during the year being assessed to implement its policies on community interaction.</p> <p>The GOCC must state the dates when the aforementioned activities took place.</p>	<p>DBP lends to projects for health care, education, housing, and community development. It likewise helps provide access to shelter for the poor, while supporting the development of infrastructure and community facilities in cities and municipalities. The 2021 Annual Corporate Governance Report and the DBP Website contain specific details of its 2021 programs and activities, beneficiaries, and status of implementation as well as the corresponding key result areas.</p>	Y	<p>1. Section G.1 (c) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>2. DBP Projects, Programs and Activities, Beneficiaries, and Status of Implementation, Transparency Seal Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/DBP-Programs_Projects-Supporting-the-Five-KRAs-Under-E.O.-43-s.-2011.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/DBP-Programs_Projects-Supporting-the-Five-KRAs-Under-E.O.-43-s.-2011.pdf</a></p> <p>3. Social Services &amp; Community Development, Development Financing, DBP Website - <a href="https://www.dbp.ph/developmental-banking/social-services-community-development/">https://www.dbp.ph/developmental-banking/social-services-community-development/</a></p>		
I	2.c	Does the GOCC disclose the activities that it has undertaken to implement the abovementioned policies? (Environmentally-friendly value chain)	Y	<p>The GOCC must state the activities it has undergone during the year being assessed to implement its policies on promoting sustainable development and/or environmentally-friendly value chain.</p> <p>The GOCC must state the dates when the aforementioned activities took place.</p>	<p>DBP is one of the first Philippine banks to integrate environmental considerations in all aspects of its operations. It also provides financing as well as technical assistance to projects that are ecologically sound. Under DBP's wholesale lending program, it likewise plays an active role in encouraging clients and participating financial institutions to include green considerations in their businesses and thrusts.</p> <p>Details of DBP's projects, programs, and activities in line with its policy on environmentally friendly value chain are disclosed in the 2021 Annual Corporate Governance Report and the Transparency Seal Page under the DBP Website.</p>	Y	<p>1. Section G.1 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>2. DBP Projects, Programs and Activities, Beneficiaries, and Status of Implementation, Transparency Seal Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/DBP-Programs_Projects-Supporting-the-Five-KRAs-Under-E.O.-43-s.-2011.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/DBP-Programs_Projects-Supporting-the-Five-KRAs-Under-E.O.-43-s.-2011.pdf</a></p> <p>3. Environment and Climate Change, Development Financing Page, DBP Website - <a href="https://www.dbp.ph/developmental-banking/environment-initiatives/">https://www.dbp.ph/developmental-banking/environment-initiatives/</a></p>		
I	3	Does the GOCC have a separate corporate social responsibility (CSR) report/section or sustainability report/section?	Y	<p>The GOCC must identify both (1) the social and environmental issues of its stakeholders and (2) the activities it undertook to address the said issues during the year being assessed.</p> <p>No points will be given if only the stakeholders and their CSR issues are identified.</p>	<p>The Bank's 2021 Annual Corporate Governance Report and the DBP Website contain updates on the corporate social responsibility programs and initiatives founded on three main pillars, namely: environment, education, and outreach, in the past year.</p>	Y	<p>1. Section G.2 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>2. DBP Projects, Programs and Activities, Beneficiaries, and Status of Implementation, Transparency Seal Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/DBP-Programs_Projects-Supporting-the-Five-KRAs-Under-E.O.-43-s.-2011.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/DBP-Programs_Projects-Supporting-the-Five-KRAs-Under-E.O.-43-s.-2011.pdf</a></p> <p>3. Corporate Social Responsibility Programs, DBP Website - <a href="https://www.dbp.ph/corporate-social-responsibility-programs/">https://www.dbp.ph/corporate-social-responsibility-programs/</a></p>		

I	4	Where stakeholder interests are protected by law, stakeholders should have the opportunity to obtain effective redress for violation of their rights. Does the GOCC provide contact details via the company's website or Annual Report which stakeholders (e.g. customers, suppliers, general public etc.) can use to voice their concerns and/or complaints for possible violation of their rights?	Y	<i>The GOCC must have contact details (phone number or email address) specifically for concerns and/or complaints.</i>	DBP's website has two separate sections specifically for Complaints Handling. One features DBP's policy on complaints handling while the other contains details of the DBP Complaints and Investigation Process, Procedure in Reporting Complaints Against Employees, and contact details of the DBP Customer Experience Management Department and the 24/7 ATM Hotline. Relevant details are also displayed on the footer of the Bank's website.  <i>The 2021 Annual Corporate Governance Report also contains relevant information as to how stakeholders can use to voice their concerns and/or complaints for possible violation of their rights.</i>	Y	1. Section G.7 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section E. Complaints Handling, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=E.%20Complaints%20Handling">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=E.%20Complaints%20Handling</a>  3. DBP Complaints Handling Program, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/dbp-complaints-handling-program/">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/dbp-complaints-handling-program/</a>		
I	5.a	Performance-enhancing mechanisms for employee participation should be permitted to develop. Does the GOCC explicitly mention the health, safety and welfare policy for its employees?	Y	<i>The GOCC must clearly identify its policy on employee health, welfare and safety.</i>  <i>The identified policy must not be ambiguous and should include its principles and guidelines.</i>	As stated in its Manual of Corporate Governance, part of DBP's duties and obligations is enhancing the quality of life of its officers and employees by providing a competitive compensation package and opportunities for training and values formation to assist them in their career path; strengthen their commitment to excellence in public service; and cultivate their social and environmental awareness and nationalism.  <i>The 2021 Annual Corporate Governance Report and Corporate Governance Page of the DBP Website also contain details of the health, safety, and welfare policy for its employees.</i>	Y	1. Section G.3 (a) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section E. Complaints Handling, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=E.%20Complaints%20Handling">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=E.%20Complaints%20Handling</a>  3. DBP Complaints Handling Program, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/dbp-complaints-handling-program/">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/dbp-complaints-handling-program/</a>  4. Section II.B.10 Officials and Employees, Manual of Corporate Governance, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2018/05/D5.pdf#page=6">https://www.dbp.ph/wp-content/uploads/2018/05/D5.pdf#page=6</a>		
I	5.b	Does the GOCC publish data relating to health, safety and welfare of its employees?	Y	<i>The GOCC must publish data related to health, safety and welfare of its employees such as, but not limited to, absenteeism and occupational injuries/diseases.</i>	<i>Details of DBP's activities in line with its policy on health, welfare, and safety of its employees are disclosed in the 2021 Annual Corporate Governance Report and the Corporate Governance Page of the DBP Website</i>	Y	1. Section G.3 (a) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Employees' Training and Development Programs, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a>		
I	5.c	Does the GOCC have training and development programmes for its employees?	Y	<i>The training and development programs for employees must have occurred during the year being assessed and there should be a brief description describing each of the programs.</i>	<i>The 2021 Annual Corporate Governance Report has a section featuring DBP's training and development programs for its employees in the past year.</i>  <i>Meanwhile, the list of training and development programs with the corresponding brief description and covered dates is uploaded to the Corporate Governance Page of the DBP Website.</i>	Y	1. Section G.3 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section A.6 Employees' Training and Development Programs, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a>		
I	5.d	Does the GOCC publish data on training and development programmes for its employees?	Y	<i>The GOCC must give the name of the program and either the 1.) number of participants per program or 2.) average hours per training held</i>	<i>DBP conducted 367 training and development programs for its employees in CY 2021. Details of these are disclosed in the 2021 Annual Corporate Governance Report.</i>  <i>Meanwhile, the list of training and development programs with the corresponding brief description and covered dates is uploaded to the Corporate Governance Page of the DBP Website.</i>	Y	1. Section G.3 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section A.6 Employees' Training and Development Programs, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a>		

I	6.a	Stakeholders including individual employee and their representative bodies, should be able to freely communicate their concerns about illegal or unethical practices to the board and their rights should not be compromised for doing this. Does the GOCC have procedures for complaints by employees concerning illegal (including corruption) and unethical behavior?	Y	The GOCC must disclose the actual procedures of their whistleblowing policy for their employees or grievance machinery. Merely stating that they have a policy will not suffice.	DBP has institutionalized a whistleblower protection policy through DBP Circular No. 16, S. 2013 which aims to encourage responsible reporting of acts or omissions constituting illegal activities. It has also established the guidelines on reporting and investigation of an allegation of commission of illegal activity reported under the policy.  A copy of the policy as well as the following is downloadable from the Corporate Governance Page of the DBP Website: (1) DBP Complaints and Investigation Process; (2) Related Philippine Laws, DBP Policies, and Government Complaints Mechanisms; and (3) Procedure in Reporting Complaints Against Employees. Salient points of the policy are also included in the 2021 Annual Corporate Governance Report.  DBP also has a page with all the contact details that stakeholders may use. Procedures for filing a complaint are also available in English and Tagalog.	Y	1. Section G.5 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section G.6 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate</a>  3. Section E. Complaints Handling, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=E.%20Complaints%20Handling">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=E.%20Complaints%20Handling</a>  4. Contact Us, DBP Website - <a href="https://www.dbp.ph/contact-us/">https://www.dbp.ph/contact-us/</a>  5. Procedures for filing a complaint, Contact Us, DBP Website - <a href="https://www.dbp.ph/contact-us/#--:text=Procedures%20for%20filing%20a%20complaint">https://www.dbp.ph/contact-us/#--:text=Procedures%20for%20filing%20a%20complaint</a>		
I	6.b	Does the GOCC have procedures to protect an employee/person who reveals illegal/unethical behavior from retaliation?	Y	The GOCC should explicitly disclose the procedures/mechanism in place that protects the whistleblower from retaliation	DBP established measures to ensure that Whistleblowers and Witnesses are adequately protected against any form of retaliation. Further details can be found in the Bank's Whistleblower Policy and 2021 Annual Corporate Governance Report which are downloadable from the Bank's website.	Y	1. Section G.6 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section D.14 Whistleblower Protection Policy, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2018/05/D9.pdf">https://www.dbp.ph/wp-content/uploads/2018/05/D9.pdf</a>  3. Section E.1 DBP Complaints and Investigation Process, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/09/Complaints-Handling_7September2021.pdf">https://www.dbp.ph/wp-content/uploads/2021/09/Complaints-Handling_7September2021.pdf</a>  4. Section E.1 (a) Related Philippine Laws, DBP Policies, and Government Complaints Mechanisms - <a href="https://www.dbp.ph/wp-content/uploads/2021/09/Related-Philippine-Laws-DBP-Policies-and-Government-Complaints-Mechanisms.pdf">https://www.dbp.ph/wp-content/uploads/2021/09/Related-Philippine-Laws-DBP-Policies-and-Government-Complaints-Mechanisms.pdf</a>  5. Section E.2 Procedure in Reporting Complaints Against Employee, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2019/03/Flowchart-Reporting-Complaints.pdf">https://www.dbp.ph/wp-content/uploads/2019/03/Flowchart-Reporting-Complaints.pdf</a>		
<b>COMPONENT</b>				<b>GOCC SUBMISSION</b>				<b>GCG VALIDATION</b>	
<b>GRP</b>	<b>ITEM</b>	<b>QUESTION</b>	<b>ANS</b>	<b>GUIDE</b>	<b>COMPLIANCE</b>	<b>ANS</b>	<b>REFERENCE LINK/SUPPORTING DOCUMENTS</b>	<b>ANS</b>	<b>REMARKS</b>
<b>II. Disclosure and Transparency</b>									
II	7.a	Does the GOCC's website disclose the following items: Corporate objectives	Y	The GOCC's corporate objectives must be specific, measurable, achievable, realistic and timely. Showing the GOCC's performance scorecard will also be given points.	The DBP Strategy Map for 2022, 2021 Recalibrated Performance Scorecard, and 2021 Quarterly Performance Scorecard and Monitoring Reports all contain details of the Bank's corporate objectives. All documents are accessible and downloadable from the DBP website.	Y	1. Corporate Philosophy, DBP Website - <a href="https://www.dbp.ph/about-dbp/corporate-philosophy/">https://www.dbp.ph/about-dbp/corporate-philosophy/</a>  2. DBP 2022 Strategy Map, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/09/Annex-A-2022-Strategy-Map.pdf">https://www.dbp.ph/wp-content/uploads/2021/09/Annex-A-2022-Strategy-Map.pdf</a>  3. Section D.3 2021 Recalibrated Performance Scorecard, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/08/2021-Recalibrated-Performance-Scorecard.pdf">https://www.dbp.ph/wp-content/uploads/2021/08/2021-Recalibrated-Performance-Scorecard.pdf</a>  4. Section D.5 2021 Performance Scorecard and Monitoring Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=2021%20Performance%20Scorecard%20and%20Monitoring%20Report">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=2021%20Performance%20Scorecard%20and%20Monitoring%20Report</a>		

II	7.b	Does the GOCC's website disclose the following items: Financial performance indicators	Y	<i>Apart from declaring the financial performance indicators in the annual report and audited financial statements, declaring the financial strategic measures in the GOCC's performance scorecard will also merit points.</i>	DBP's financial performance indicators include the Performance Scorecard and Monitoring Report, Recalibrated Performance Scorecard, and Quarterly Financial Statement for CY 2021 which are uploaded to the Bank's website.	Y	<p>1. Section D.3 2021 Recalibrated Performance Scorecard, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/08/2021-Recalibrated-Performance-Scorecard.pdf">https://www.dbp.ph/wp-content/uploads/2021/08/2021-Recalibrated-Performance-Scorecard.pdf</a></p> <p>2. Section D.5 2021 Performance Scorecard and Monitoring Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=2021%20Performance%20Scorecard%20and%20Monitoring%20Report">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=2021%20Performance%20Scorecard%20and%20Monitoring%20Report</a></p> <p>3. Section C.2 2021 Quarterly Financial Reports, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=2020%20Financial%20Statements-,2021-,Q1%202021%20Financial">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=2020%20Financial%20Statements-,2021-,Q1%202021%20Financial</a></p>		
II	7.c	Does the GOCC's website disclose the following items: Non-financial performance indicators	Y	<i>Apart from declaring the non-financial performance indicators in the annual report and accomplishment reports, declaring the non-financial strategic measures in the GOCC's performance scorecard will also merit points.</i>	<i>Non-financial strategic measures in DBP's performance are included in the 2021 Recalibrated Performance Scorecard and 2021 Performance Scorecard and Monitoring Report, and Report on Projects, Programs and Activities, Beneficiaries, and Status of Implementation. All these documents are accessible and downloadable from the DBP Website.</i>	Y	<p>1. Section D.3 2021 Recalibrated Performance Scorecard, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/08/2021-Recalibrated-Performance-Scorecard.pdf">https://www.dbp.ph/wp-content/uploads/2021/08/2021-Recalibrated-Performance-Scorecard.pdf</a></p> <p>2. Section D.5 2021 Performance Scorecard and Monitoring Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=2021%20Performance%20Scorecard%20and%20Monitoring%20Report">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=2021%20Performance%20Scorecard%20and%20Monitoring%20Report</a></p> <p>3. Projects, Programs and Activities, Beneficiaries, and Status of Implementation, Transparency Seal, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/DBP-Programs_Projects-Supporting-the-Five-KRAs-Under-E.O.-43-s.-2011.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/DBP-Programs_Projects-Supporting-the-Five-KRAs-Under-E.O.-43-s.-2011.pdf</a></p>		
II	7.d	Does the GOCC's website disclose the following items: Details of whistleblowing policy	Y	<i>The GOCC must disclose the actual procedures of their whistleblowing policy for their stakeholders. Merely stating that they have a whistleblowing policy will not suffice.</i>	<i>A copy of DBP's Whistleblowing Policy is downloadable from the Corporate Governance Page of its website. Relevant provisions from the policy are also cited in the DBP 2021 Annual Corporate Governance Report.</i>	Y	<p>1. Section G.5 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>2. Section G.6 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>3. Section D.14 Whistleblower Protection Policy, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2018/05/D9.pdf">https://www.dbp.ph/wp-content/uploads/2018/05/D9.pdf</a></p>		

II	7.e	Does the GOCC's website disclose the following items: Biographical details (at least age, qualifications, date of first appointment, relevant experience, and any other directorships of listed companies) of directors/commissioners	Y	All of the biographical details of ex officio and appointive directors being asked by the item must be provided, otherwise no point will be given should there be a missing detail.	Biographical Details of the DBP Board of Directors are disclosed in the 2021 Annual Corporate Governance Report and the section on the Board of Directors / Management of the DBP Website.	Y	1. Section A.1 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website – <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a> 2. Section A.1 (e) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website – <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a> 3. Section A.5 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a> 4. Section B. 2 Biographical Details of Directors, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/about-dbp/board-of-directors-management/">https://www.dbp.ph/about-dbp/board-of-directors-management/</a> 5. Section B.5 Membership in Governing Board of Subsidiaries/Affiliates - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/List-of-Directors-in-Subsidiaries-Affiliates-and-INMES-as-of-31-December-2021.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/List-of-Directors-in-Subsidiaries-Affiliates-and-INMES-as-of-31-December-2021.pdf</a>		
II	7.f	Does the GOCC's website disclose the following items: Training and/or continuing education programme attended by each director/commissioner	Y	All the trainings of Appointive Directors up until the year being assessed must be disclosed. If the Appointive Director did not attend a meeting on the year being assessed, a statement regarding his lack of training must be made in order to garner points for this item.	Training programs and seminars attended by the DBP Board of Directors in the past year are disclosed in the 2021 Annual Corporate Governance Report and Corporate Governance Page of the DBP Website.	Y	1. Section A.4 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website -- <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a> 2. Section B.13 Continuing Education Program for the Members of the Board, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/2021-Continuing-Education-Program-for-the-Members-of-the-Board-.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/2021-Continuing-Education-Program-for-the-Members-of-the-Board-.pdf</a>		
II	9	Does the GOCC's website contain a statement confirming the company's full compliance with the code of corporate governance and where there is non-compliance, identify and explain reasons for each such issue?	Y	The GOCC must state that it <b>fully complies</b> with the code of corporate governance and if there is non-compliance, it must explain the reason for the non-compliance.  Merely stating that the GOC "generally complies" with the code of corporate governance will not be taken as full compliance and will not garner any points	DBP is fully compliant with the Code of Corporate Governance (Governance Commission for GOCCs' Memorandum Circular No. 2012-07). A certification confirming DBP's compliance is uploaded to the Corporate Governance Page of the DBP Website.	Y	1. Section D.17 Statement of Full Compliance with the Code of Corporate Governance, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/Statement-of-Full-Compliance-with-the-Code-of-Corporate-Governance.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/Statement-of-Full-Compliance-with-the-Code-of-Corporate-Governance.pdf</a> 2. Section H. 2 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website -- <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a>		
<b>COMPONENT</b>									
<b>GOCC SUBMISSION</b>									
<b>GCG VALIDATION</b>									
<b>GRP</b>	<b>ITEM</b>	<b>QUESTION</b>	<b>ANS</b>	<b>GUIDE</b>	<b>COMPLIANCE</b>	<b>ANS</b>	<b>REFERENCE LINK/SUPPORTING DOCUMENTS</b>	<b>ANS</b>	<b>REMARKS</b>
<b>III. Board Responsibility</b>									
III	11.a	Has the Board of Directors reviewed the vision and mission/ strategy in the last financial year?	Y	The GOCC must disclose that the Board has reviewed the mission, vision and strategy during the year being assessed. The date of review must also be indicated. Merely stating the GOCC's mission, vision and strategy, and posting documents (strategy map and scorecard) will not be given points.	On 25 August 2021, the Board of Directors held a 2022 Board Retreat to: (1) revisit DBP's Strategy Map, Mission and Vision Statement and Broad-based strategies; (2) confirm the 2022 DBP Performance Scorecard endorsed by Management; (3) identify strategic priorities for 2022 and beyond; and (4) offer insights to the direction of the Bank as it celebrates its 75th founding year. More details regarding the Board Retreat are disclosed in the 2021 Annual Corporate Governance Report.  A copy of the Bank's DBP Strategy Map for 2022 as well as the 2022 Performance Scorecard is downloadable from the Bank's Website.	Y	1. Section A. 1 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a> 2. Section A.4, The 2022 DBP Strategy Map, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/09/Annex-A-2022-Strategy-Map.pdf">https://www.dbp.ph/wp-content/uploads/2021/09/Annex-A-2022-Strategy-Map.pdf</a> 3. 2022 Performance Scorecard (for approval by SPG) - <a href="https://www.dbp.ph/wp-content/uploads/2022/02/Annex-B-DBP-Signed-Revised-CY-2022-Performance-Scorecard-Form-2.pdf">https://www.dbp.ph/wp-content/uploads/2022/02/Annex-B-DBP-Signed-Revised-CY-2022-Performance-Scorecard-Form-2.pdf</a>		

III	11.b	Does the Board of Directors monitor/oversee the implementation of the corporate strategy?	Y	<p><i>There should be a disclosure on how the Board oversees the implementation of the corporate strategy.</i></p>	<p><i>Pursuant to the DBP Manual of Corporate Governance, the Board of Directors continuously monitors and oversees the implementation of the Bank's corporate strategy as part of their duties and responsibilities.</i></p> <p><i>The Strategic Planning Group submitted Quarterly Performance Scorecard and Monitoring Reports for CY 2021 to the Board of Directors, specifically on the following dates: 29 April 2021 (1st Quarter), 28 July 2021 (2nd Quarter), 03 and 17 November 2021 (3rd Quarter), and 02 February 2022 (4th Quarter).</i></p> <p><i>All documents are downloadable from DBP's Corporate Governance Page.</i></p>	Y	<p><i>1. Section A. 1 (c) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website -- <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a></i></p> <p><i>2. Section D.5 2021 Performance Scorecard and Monitoring Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=2021%20Performance%20Scorecard%20and%20Monitoring%20Report">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=2021%20Performance%20Scorecard%20and%20Monitoring%20Report</a></i></p>		
III	13.a	Are the details of the code of ethics or conduct disclosed?	Y	<p><i>The details of the Code of Ethics or Conduct must be disclosed. Merely stating that the GOCC has a Code of Ethics without divulging information on the coverage of the Code or how breaches are handled will not suffice.</i></p>	<p><i>The DBP Code of Ethics reiterates the standards of ethics expected from all civil servants working in the government, including the members of the Board. Corporate principles and values are likewise enshrined in the Code of Ethics where the duties and obligations of the Bank towards its stakeholders, and the duties and obligations of the officers and employees towards the Bank are laid down for clear understanding and appreciation.</i></p> <p><i>Relevant provisions of DBP's policies on the code of ethics (i.e., conflict of interest, conduct of business and fair dealings, and receipt of gifts from third parties) are also cited in the 2021 Annual Corporate Governance Report.</i></p>	Y	<p><i>1. Section B. 1 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website -- <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a></i></p> <p><i>2. Section D.8. The DBP Code of Ethics, Corporate Governance Page, Website - <a href="https://www.dbp.ph/wp-content/uploads/2018/05/D6.pdf">https://www.dbp.ph/wp-content/uploads/2018/05/D6.pdf</a></i></p>		
III	13.b	Does the GOCC disclose that all Directors/Commissioners, senior management and employees are required to comply with the code?	Y	<p><i>It must be explicitly stated that all the Directors, senior management and the employees are required to comply with the Code. If the Code is only for employees, the item will be marked as "N."</i></p>	<p><i>DBP's directors, officers, and employees are made aware by the Code of Ethics of the prohibited acts and transactions whereby the commission thereof will subject the personnel concerned to appropriate administrative disciplinary actions. Further details can be found in DBP's Code of Ethics.</i></p> <p><i>The importance of compliance to the DBP's Code of Ethics is also reiterated in the 2021 Annual Corporate Governance Report.</i></p>	Y	<p><i>1. Section B. 2 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website -- <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a></i></p> <p><i>2. Section D.8 The DBP Code of Ethics, Corporate Governance Page, Website - <a href="https://www.dbp.ph/wp-content/uploads/2018/05/D6.pdf">https://www.dbp.ph/wp-content/uploads/2018/05/D6.pdf</a></i></p>		

III	13.c	Does the company disclose how it implements and monitors compliance with the code of ethics or conduct?	Y	<p>Examples of activities done in order to implement or monitor compliance with the Code of Ethics/Conduct are:</p> <ul style="list-style-type: none"> <li>- c-communicating the code to all existing and new employees and directors</li> <li>- making the code available on the company intranet for ease of access</li> <li>- requiring all parties to declare annually that they have complied with the code of ethics or conduct</li> </ul>	<p>Through its Good Governance Program, DBP continues to implement key policies, programs, and initiatives to sustain good corporate governance at all levels of the organization. These include the Enhanced Corporate Governance Framework for the years 2019-2022 which remains critical in ensuring principles of corporate governance, particularly fairness, integrity, discipline, accountability, and responsibility, are either implemented through existing or translated to strategies as well as concrete policies, programs, and initiatives.</p> <p>DBP likewise regularly conducts the Good Governance Forum Series as well as mandatory Corporate Governance seminars and capacity-building activities for Bank personnel to promote good governance policies, initiatives, and best practices within DBP. The Bank also conducts month-long governance-related activities during "DBP's Corporate Governance Month" every July. These activities, however, were suspended in the past year due to the pandemic.</p> <p>Nevertheless, DBP continued the implementation of policies as well as other programs and initiatives, especially those monitoring compliance with the code of conduct. These include the Whistleblower Protection Policy and the DBP Governance Policy. Further details regarding these are disclosed in the 2021 Annual Corporate Governance Report.</p>	Y	<p>1. Section B. 2 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website — <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>2. Section D.8 The DBP Code of Ethics, Corporate Governance Page, Website - <a href="https://www.dbp.ph/wp-content/uploads/2018/05/D6.pdf">https://www.dbp.ph/wp-content/uploads/2018/05/D6.pdf</a></p> <p>3. Section D.14 Whistleblower Protection Policy, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2018/05/D9.pdf">https://www.dbp.ph/wp-content/uploads/2018/05/D9.pdf</a></p>		
III	14	Does the Board appoint a Nomination Compensation / Remuneration Committee?	Y	<p>The GOCC must disclose the names of all of the members of its Nomination, Compensation / Remuneration Committee during the year being assessed. Merely stating the name of the office/agency of the Ex Officio Member will not suffice and will not garner any points.</p>	<p>Among DBP's Board-Level Committees is the Governance Committee (Nomination Committee) which ensures the Board's effectiveness in fulfilling its corporate governance responsibilities.</p> <p>It likewise oversees the periodic performance evaluation of the board and its committees; and subsequently makes recommendations to the Board on matters regarding the continuing education of the Bank's directors and their assignment to Board Committees.</p> <p>Further details regarding the Committee including membership are disclosed in the 2021 Annual Corporate Governance Report and the Corporate Governance Page and the DBP Website.</p>	Y	<p>1. Section D. 2 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>2. Section B.3 Membership in Board Committees, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/02/Membership-in-Board-Committees-2021.pdf">https://www.dbp.ph/wp-content/uploads/2022/02/Membership-in-Board-Committees-2021.pdf</a></p> <p>3. Section B.7 Governance Committee Charter, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2019/04/Revised-Governance-Committee-Charter-per-BR-No.-0642-dated-19-December-2018.pdf">https://www.dbp.ph/wp-content/uploads/2019/04/Revised-Governance-Committee-Charter-per-BR-No.-0642-dated-19-December-2018.pdf</a></p>		
III	15	Did the Nomination Compensation/Remuneration Committee meet at least twice during the year?	Y	<p>The GOCC must publish the meeting attendance records during the year being assessed.</p>	<p>The Governance Committee (Nomination Committee) met eighteen (18) times in CY 2021. The schedule of meetings as well as the attendance record of its members is disclosed in the 2021 Annual Corporate Governance Report and the Corporate Governance Page of the DBP Website.</p>	Y	<p>1. Section D. 2 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website — <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>2. Section B.11 Attendance record in Board and Committee Meetings, Corporate Governance Page, DBP Website — <a href="https://www.dbp.ph/wp-content/uploads/2022/02/Attendance-Record-in-Board-and-Board-and-Committee-Meetings-2021.pdf">https://www.dbp.ph/wp-content/uploads/2022/02/Attendance-Record-in-Board-and-Board-and-Committee-Meetings-2021.pdf</a></p> <p>3. Section B.8 Schedule of Board Meetings, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/01/Proposed-Schedule-of-Board-and-Board-Committee-Meetings-for-2021.pdf">https://www.dbp.ph/wp-content/uploads/2021/01/Proposed-Schedule-of-Board-and-Board-Committee-Meetings-for-2021.pdf</a></p>		
III	16	If yes, is the report of the Nomination Compensation/Remuneration Committee publicly disclosed?	Y	<p>The GOCC must publish an accomplishment report of the committee and/or minutes of the meetings held.</p>	<p>DBP's 2021 Annual Corporate Governance Report contains details of the major accomplishments of the Governance Committee (Nomination Committee) in the past year.</p>	Y	<p>Section D. 3 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a></p>		



III	17	Does the Board appoint an Audit Committee?	Y	<i>The GOCC must disclose the names of all of the members of its Audit Committee during the year being assessed. Merely stating the name of the office/agency of the Ex Officio Member will not suffice and will not garner any points.</i>	DBP has an Audit and Compliance Committee which provides oversight over the institution's financial reporting and control, and external and internal audit functions, including the bank's Internal Audit Group (IAG) and Compliance Monitoring Group (CMG).  ACC Membership is disclosed in the 2021 Annual Corporate Governance Report and the Corporate Governance Page of the DBP Website. A copy of its Charter is also downloadable online.	Y	1. Section D. 2 (b) DBP Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section B.3 Membership in Board Committees, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/02/Membership-in-Board-Committees-2021.pdf">https://www.dbp.ph/wp-content/uploads/2022/02/Membership-in-Board-Committees-2021.pdf</a>  3. Section B.7 Audit and Compliance Committee Charter, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2019/04/REVISED-ACC-CHARTER-040418.pdf">https://www.dbp.ph/wp-content/uploads/2019/04/REVISED-ACC-CHARTER-040418.pdf</a>		
III	18	If yes, is the report of the Audit Committee publicly disclosed?	Y	<i>The GOCC must publish an accomplishment report of the committee and/or minutes of the meetings held.</i>	DBP's 2021 Annual Corporate Governance Report contains details of the major accomplishments of the Audit and Compliance Committee in the past year.	Y	Section D. 3 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate</a>		
III	19	Does at least one member of the Audit Committee have an audit, accounting or finance background (qualification or experience)?	Y	<i>The educational qualifications and/or work experience of the Audit Committee Members should be disclosed. At least one of the Audit Committee Members must have an audit, accounting or finance educational or work background in order to garner points for this item.</i>	Director Luis C. Bonguyan currently serves as the Chairman of the Audit and Compliance Committee. He began his sterling career as a certified public accountant (CPA) in 1972 at LC Bonguyan & Co. CPA.  Director Bonguyan graduated with a Commerce degree from the University of Mindanao in 1970 and earned his master's degree in business administration from the University of the East-University of Mindanao Joint Consortium in 1981.  Further details regarding Director. Bonguyan along with the other members of the Audit and Compliance Committee can be accessed through the DBP's website.	Y	1. Section D.2 (a) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Director Luis C. Bonguyan's profile, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/about-dbp/board-of-directors-management/bonguyan-2/">https://www.dbp.ph/about-dbp/board-of-directors-management/bonguyan-2/</a>  3. Section B.3 Membership of the Board-Level Committees for CY 2021 - <a href="https://www.dbp.ph/wp-content/uploads/2022/02/Membership-in-Board-Committees-2021.pdf">https://www.dbp.ph/wp-content/uploads/2022/02/Membership-in-Board-Committees-2021.pdf</a>		
III	20	Did the Audit Committee meet at least four times during the year?	Y	<i>The GOCC must disclose all the audit committee meetings held during the year being assessed.</i>	The Audit and Compliance Committee met fourteen (14) times in CY 2021. The schedule of meetings as well as the attendance record of its members is disclosed in the 2021 Annual Corporate Governance Report and the Corporate Governance Page of the DBP Website.	Y	1. Section D. 2 (a) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section B.11 Attendance record in Board and Committee Meetings, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/02/Attendance-Record-in-Board-and-Board-and-Committee-Meetings-2021.pdf">https://www.dbp.ph/wp-content/uploads/2022/02/Attendance-Record-in-Board-and-Board-and-Committee-Meetings-2021.pdf</a>  3. Section B.7 Audit and Compliance Committee Charter, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2019/04/REVISED-ACC-CHARTER-040418.pdf">https://www.dbp.ph/wp-content/uploads/2019/04/REVISED-ACC-CHARTER-040418.pdf</a>		
III	21	Does the Board appoint a Risk Management Committee?	Y	<i>The GOCC must disclose the names of all of the members of its Risk Management Committee during the year being assessed. Merely stating the name of the office/agency of the Ex Officio Member will not suffice and will not garner any points.</i>	DBP's Risk Oversight Committee (ROC) assists the Board of Directors in fulfilling its statutory responsibilities of ensuring the adequacy of the Bank's risk management systems, operating policies, and in setting the risk culture and appetite.  ROC Membership is disclosed in the 2021 Annual Corporate Governance Report and the Corporate Governance Page of the DBP Website. A copy of its Charter is also downloadable online.	Y	1. Section D. 2 (c) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section B.7 Risk Oversight Committee Charter, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2018/04/ROC-CHARTER.pdf">https://www.dbp.ph/wp-content/uploads/2018/04/ROC-CHARTER.pdf</a>  3. Section B.3 Membership in Board Committees, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/02/Membership-in-Board-Committees-2021.pdf">https://www.dbp.ph/wp-content/uploads/2022/02/Membership-in-Board-Committees-2021.pdf</a>		
III	22	If yes, is the report on Risk Management Committee publicly disclosed?	Y	<i>The GOCC must publish an accomplishment report of the committee and/or minutes of the meetings held.</i>	DBP's 2021 Annual Corporate Governance Report contains details of the major accomplishments of ROC in the past year.	Y	Section D. 3 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-2021,-%E2%80%93%202021%20Annual%20Corporate</a>		

III	23	Does at least one member of the Risk Management Committee have a background in finance and investments?	Y	<p>The educational qualifications and/or work experience of the Risk Management Committee Members should be disclosed. At least one of the Risk Management Committee Members must have an investment and finance educational or work background in order to garner points for this item.</p>	<p>Director Rafael Reyes, who serves as the Acting Chairperson of the ROC, handled several top management positions prior to his appointment as DBP Director. These include Chief Executive Officer of Miascor Holdings, Inc.; Executive Director of Mergers &amp; Acquisitions and Strategy of Prospector Investments Ltd.; and Executive Director of the SE Asia Private Equity Head of AIG Investment Corporation; among others. He concurrently sits as the Chief Executive Officer of FIGS, Inc.</p> <p>Meanwhile, Director Luis C. Bonguyan, a member of ROC, began his sterling career as a certified public accountant in 1972 at LC Bonguyan &amp; Co. CPA. He graduated with a Commerce degree from the University of Mindanao in 1970 and earned his master's degree in business administration from the University of the East-University of Mindanao Joint Consortium in 1981.</p> <p>Further details about Dir. Bonguyan and Director Rafael Reyes as well as the other members of the Risk Oversight Committee are disclosed in the 2021 Annual Corporate Governance Report and the Corporate Governance Page of the DBP Website.</p>	Y	<p>1. Section D.2 (c) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>2. Annex A 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>3. Section B.3 Membership in Board Committees, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/02/Membership-in-Board-Committees-2021.pdf">https://www.dbp.ph/wp-content/uploads/2022/02/Membership-in-Board-Committees-2021.pdf</a></p>		
III	24.a	Are the Board of Directors meetings scheduled at the beginning of the year? (end of Q1)	Y	<p>The GOCC must explicitly disclose that the meetings held on the year being assessed were scheduled well in advance and when they were scheduled.</p>	<p>The DBP Board of Directors' meetings for CY 2021 was approved on 16 December 2020. Meanwhile, the first meeting was held on 06 January 2021. These details are disclosed in the 2021 Annual Corporate Governance Report and the Corporate Governance Page of the DBP Website.</p>	Y	<p>1. Section C. 1, 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>2. Section B.6 Schedule of Board Meetings, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/01/Proposed-Schedule-of-Board-and-Board-Committee-Meetings-for-2020.pdf">https://www.dbp.ph/wp-content/uploads/2021/01/Proposed-Schedule-of-Board-and-Board-Committee-Meetings-for-2020.pdf</a></p>		
III	24.b	Does the Board of Directors meet at least monthly?	Y	<p>The GOCC must show its attendance records that there were monthly meeting held.</p>	<p>The Board of Directors conducted Board and Board-Level Committee Meetings several time each month. A copy of the schedule of meetings, Board Meetings held, and the attendance record of the Board of Directors can be downloaded from the Corporate Governance Page of the DBP Website. These details are also disclosed in the 2021 Annual Corporate Governance Report.</p>	Y	<p>1. Section B.6, Schedule of Board Meetings, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/01/Proposed-Schedule-of-Board-and-Board-Committee-Meetings-for-2021.pdf">https://www.dbp.ph/wp-content/uploads/2021/01/Proposed-Schedule-of-Board-and-Board-Committee-Meetings-for-2021.pdf</a></p> <p>2. Section B.11, Attendance record in Board and Committee Meetings, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/02/Attendance-Record-in-Board-and-Board-and-Committee-Meetings-2021.pdf">https://www.dbp.ph/wp-content/uploads/2022/02/Attendance-Record-in-Board-and-Board-and-Committee-Meetings-2021.pdf</a></p> <p>3. Section B.9, Board Meetings Held, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/2021-Board-Meetings.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/2021-Board-Meetings.pdf</a></p> <p>4. Section C. 2 Schedule of Board Meetings, 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a></p> <p>5. Section C.4 Attendance of Directors (Board and Board-Level Committee Meetings), 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#--:text=and%20Development%20Program-,2021,-%E2%80%93%202021%20Annual%20Corporate</a></p>		

III	24.c	Did the Board of Directors meet on at least 75% on their scheduled meetings?	Y	<i>In order to garner points for this item, the GOCC must be able to first prove that meetings were scheduled in advance (Q. 24.a.) After which, a schedule of actual meetings held must be shown to prove that the Board met on at least 75% of their scheduled meetings.</i>	<i>The DBP Board of Directors met 100% of their scheduled meetings to perform their duties and responsibilities under the DBP Charter and the DBP Manual of Corporate Governance.</i>  <i>The Directors' attendance record as well as the Board meetings held in the past year are disclosed in the 2021 Annual Corporate Governance Report and Corporate Governance Page of the DBP website.</i>	Y	1. Section B.11, Attendance record in Board and Committee Meetings, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/02/Attendance-Record-in-Board-and-Board-and-Committee-Meetings-2021.pdf">https://www.dbp.ph/wp-content/uploads/2022/02/Attendance-Record-in-Board-and-Board-and-Committee-Meetings-2021.pdf</a>  2. Section C. 4, 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a>  3. Section B.9, Board Meetings Held, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/2021-Board-Meetings.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/2021-Board-Meetings.pdf</a>  4. Section B.6, Schedule of Board Meetings, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/01/Proposed-Schedule-of-Board-and-Board-Committee-Meetings-for-2021.pdf">https://www.dbp.ph/wp-content/uploads/2021/01/Proposed-Schedule-of-Board-and-Board-Committee-Meetings-for-2021.pdf</a>		
III	24.d	Has each of the directors/commissioners attended at least 90% of all the board meetings held during the year?	Y	<i>All of the attendance of Appointive and Ex Officio/Alternate Directors must be considered and all of them should have attended at least 90% of the board meetings held during the year in order to garner points for this item.</i>	<i>All members of the DBP Board of Directors obtained a 100% attendance score for both Board and Board-level Committee meetings held in 2021. Records of the Directors attendance to Board and Board-Level Committee Charters are disclosed in the 2021 Annual Corporate Governance Report and the Corporate Governance Page of the DBP Website.</i>	Y	1. Section C. 4 Attendance of Directors (Board and Board-Level Committee Meetings), 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section B.11 Attendance record in Board and Committee Meetings, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/02/Attendance-Record-in-Board-and-Board-and-Committee-Meetings-2021.pdf">https://www.dbp.ph/wp-content/uploads/2022/02/Attendance-Record-in-Board-and-Board-and-Committee-Meetings-2021.pdf</a>  3. Section C. 2 Schedule of Board Meetings, 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a>  4. Section B.6 Schedule of Board Meetings, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/01/Proposed-Schedule-of-Board-and-Board-Committee-Meetings-for-2020.pdf">https://www.dbp.ph/wp-content/uploads/2021/01/Proposed-Schedule-of-Board-and-Board-Committee-Meetings-for-2020.pdf</a>  5. Section B.9 Board Meetings Held, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/2021-Board-Meetings.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/2021-Board-Meetings.pdf</a>		
III	24.e	Did the Board of Directors meet separately at least once during the year without the President/CEO present?	Y	<i>The GOCC must explicitly state a meeting held on a specific date wherein the Board met without the President/CEO present.</i>	<i>DBP's Non-Executive Directors held a meeting with the Heads of the Oversight Groups, specifically the Internal Audit Group, Compliance Management Group, and the Enterprise Risk Management Group on 29 September 2021 to discuss various matters under their purview. Further details regarding this meeting are disclosed in the 2021 Annual Corporate Governance Report.</i>  <i>President and CEO Herbosa likewise missed two Board-Level Committee meetings (Human Resource and Development and Advocacy Committee) on 10 March 2021 as he was away on official business.</i>	Y	Section C. 5 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a>		
III	25.a	Does the GOCC have a policy that stipulates board papers for Board of Directors/Commissioners meetings be provided to the Board at least three (3) working days in advance of the board meeting?	Y	<i>The GOCC must clearly disclose that the Board was provided with the board papers for the upcoming meeting at least 3 working days in advance of the said meeting.</i>	<i>The members of the DBP Board of Directors and Board Committees are furnished with copies of agenda materials at least five (5) calendar days before the scheduled meeting. Board papers consist of complete and adequate information about the matters to be taken in the board meeting. Information includes the background or explanation on matters brought before the Board, disclosures, budgets, forecasts, and internal financial documents.</i>  <i>Such requirement is also indicated in the Board-Level Committee Charters and the 2021 Annual Corporate Governance Report.</i>	Y	1. Section C. 6 (a) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section B.7 Charter of the Board Committees, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=Charter%20of%20the%20Board%20Committees">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=Charter%20of%20the%20Board%20Committees</a>		

III	25.b	Is the Board Secretary trained in legal, accountancy or company secretarial practices?	Y	<i>The GOCC should disclose the educational and work background of the Corporate Secretary. In order to garner points for this item, there should be proof that the Corporate Secretary has legal, accountancy or secretarial educational/work background.</i>	<i>The Corporate Secretary, Atty. Rene A. Gaerlan, is a lawyer by profession. Prior to his designation on 2 January 2020, he was the Acting Head of the Bank's Legal Services Group. During this period, he closely supervised the Litigation &amp; Foreclosure, Documentation &amp; Opinion, Administrative Legal Department and Branches Supervision functions in the Head Office and the Regional lawyers.</i>  <i>His profile can be accessed through the Corporate Governance Page of the DBP Website.</i>	Y	1. Section B.14 The Corporate Secretary, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/the-corporate-secretary/">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/the-corporate-secretary/</a>  2. Section C. 6 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate</a>		
III	26.a	Does the company have a separate internal audit function?	Y	<i>There should be a clear showing that there is a separate internal audit function in the GOCC, whether it be a singular internal auditor, an entire internal audit department or an external firm. If it is a secondary function of an existing staff or department, the GOCC will not garner points for this item.</i>	<i>The Internal Audit Group (IAG) is established by the Board of Directors as an independent unit of DBP. The mission of the IAG is to provide independent, objective assurance and consulting services designed to add value and improve the Bank's operations. It helps the organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes. DBP's IAG is led by Senior Vice President Ryan R. Gabinete, IAG brings a systematic.</i>  <i>The Bank's 2021 Annual Corporate Governance Report contains details regarding the role, scope of internal audit work, and other details of the internal audit function.</i>	Y	Section F. 1 (a) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate</a>		
III	26.b	Does the appointment and removal of the internal auditor require the recommendation of the Audit Committee?	Y	<i>The GOCC should explicitly state that the appointment and removal of the internal auditor require the approval of the Audit Committee. Should the charter of the GOCC provide for another mode of appointment/removal of the internal auditor, this should also be stated in order for the assessors to consider such issue.</i>	<i>The ACC approves the appointment and removal of the IAG's Chief Audit Executive or Head of Internal Audit pursuant to the Committee's Charter and BSP MORB. This is explicitly stated in both the Bank's 2021 Annual Corporate Governance Report and Audit and Compliance Committee Charter.</i>	Y	1. Section F.1 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section B.7 Audit and Compliance Committee Charter, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2019/04/REVISED-ACC-CHARTER-040418.pdf">https://www.dbp.ph/wp-content/uploads/2019/04/REVISED-ACC-CHARTER-040418.pdf</a>		
III	27.a	Does the company disclose the internal control procedures/risk management systems it has in place?	Y	<i>The GOCC must name all the key internal control procedures and its risk management system. There should also be an assignment of responsibilities in order to garner points for this item</i>	<i>The responsibility of risk management resides in all levels of the organization with the Board of Directors being ultimately responsible for the overall risk of DBP. However, various bank committees such as the Risk Oversight Committee, Audit and Compliance Committee, and Financial Risk Management Subcommittee, among others, provide guidance and monitor such efforts.</i>  <i>More details of the Bank's internal control procedures and risk management systems are disclosed in the 2021 Annual Corporate Governance Report and the Charters of its Board-Level Committees.</i>	Y	1. Section E.1 (a) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section B.7 Charter of the Board Committees, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=Charter%20of%20the%20Board%20Committees">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=Charter%20of%20the%20Board%20Committees</a>		
III	27.b	Does the Annual Report disclose that the board of directors/commissioners has conducted a review of the company's material controls (including operational, financial and compliance controls) and risk management systems?	Y	<i>The GOCC's annual report must explicitly state that the Board conducted a review of the company's risk management system and material controls during the year being assessed.</i>	<i>Yes, the Board of Directors periodically conducts a review of DBP's material controls and risk management systems. Further details are disclosed in the 2021 Annual Corporate Governance Report.</i>	Y	Section E. 1 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate</a>		
III	27.c	Does the company disclose how key risks are managed?	Y	<i>The GOCC must disclose all of its key risks (operational, compliance and financial) and how they are being managed. Merely disclosing a list of risks will not garner any points.</i>	<i>Both the 2021 Annual Corporate Governance Report and the Corporate Governance Page of the DBP Website contain a section on the Bank's risk management systems.</i>	Y	1. Section E. 1 (a) of the 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,-2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section C.8. Any Material Risk Factors and Measures Taken to Manage such Risks, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2019/04/Material-Risk-Factors-and-Measures-Taken-to-Manage-Such-Risks-2017.pdf">https://www.dbp.ph/wp-content/uploads/2019/04/Material-Risk-Factors-and-Measures-Taken-to-Manage-Such-Risks-2017.pdf</a>		

III	27.d	Does the Annual Report contain a statement from the Board of Directors or Audit Committee commenting on the adequacy of the GOCC's internal controls/risk management systems?	Y	The GOCC's Board or Audit Committee must explicitly state that the GOCC's risk management systems and internal controls are adequate	Yes, the Board of Directors provided comments on the adequacy of DBP's internal controls/risk management systems. Further details are disclosed in the 2021 Annual Corporate Governance Report.	Y	Section E. 1 (c) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a>		
III	28	Do different persons assume the roles of Chairman and CEO?	Y	The GOCC's PCEO and Chairman during the year being assessed must be clearly identified in the website. An N/A rating will be given should the GOCC's charter provide that the Chairman and PCEO positions must be held by a single person.	Section 8 of DBP's Revised Charter states that:  xxx  The Chairman of the Board shall be appointed by the President of the Philippines from among the members of the Board: Provided, That the position of the chairman of the Board and the president of the Bank shall not be held by the same person.  xxx  In line with this, DBP's Chairman is Alberto G. Romulo while its President and Chief Executive Officer is Emmanuel G. Herbosa. This is disclosed in the 2021 Annual Corporate Governance Report and Corporate Governance Page of the DBP Website.	Y	1. Section A. 2 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Board of Directors/Management, DBP Website - <a href="https://www.dbp.ph/about-dbp/board-of-directors-management/">https://www.dbp.ph/about-dbp/board-of-directors-management/</a>  3. Section A.1 Revised Charter, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2018/04/Revised-Charter.pdf">https://www.dbp.ph/wp-content/uploads/2018/04/Revised-Charter.pdf</a>		
III	29.a	Does the GOCC have orientation programs for new Directors?	Y	The GOCC must not only state that it has an orientation programs for Directors. Details and/or coverage of the orientation program must be disclosed in order to garner points for this item.	Pursuant to the policies of the Bangko Sentral ng Pilipinas (BSP) and the Governance Commission for GOCCs (GCG), as adopted by the DBP's Board of Directors under the Continuing Education Program of the Board of Directors, all incumbent directors must undergo an annual training or seminar on Corporate Governance or other related topics, including an orientation program for newly appointed directors. All newly appointed directors were likewise furnished with an onboarding kit and were informed of their respective duties and responsibilities under the BSP Manual of Regulations for Banks (MORB) and the DBP Manual on Corporate Governance through an orientation conducted by the Office of the Corporate Secretary. Moreover, the new directors are immediately enrolled in a Corporate Governance Orientation Program given by an accredited training provider by the BSP or GCG.	Y	1. Section A. 4 (a) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section B.13 Continuing Education Program for the Members of the Board, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/2021-Continuing-Education-Program-for-the-Members-of-the-Board-.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/2021-Continuing-Education-Program-for-the-Members-of-the-Board-.pdf</a>		
III	29.b	Does the GOCC have a policy that encourages Directors/Commissioners to attend on-going or continuous professional education programs?	Y	Apart from stating the GOCC's training policy and continuous education programs for its Directors, the GOCC may also state that it has a training budget allocated for the Directors on the year being assessed.	DBP has institutionalized the Continuing Professional Education Program for members of the Board per Governance Committee Resolution No. 36 dated 19 October 2016. The Bank's Board of Directors attended both in-house and outsourced capacity-building trainings and seminars.	Y	1. Section A. 4 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section B.13 Continuing Education Program for the Members of the Board, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/2021-Continuing-Education-Program-for-the-Members-of-the-Board-.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/2021-Continuing-Education-Program-for-the-Members-of-the-Board-.pdf</a>		
III	29.c	Did all Appointive Directors attend at least 1 training for the calendar year?	Y	The GOCC must disclose that each Appointive Director attended at least one (1) training during the year being assessed. If there is an Appointive Director who did not attend at least one (1) training the GOCC will not garner points for this item.	All members of the DBP Board of Directors attended at least one training in 2021. Details of the training programs they attended are disclosed in the Corporate Governance Page of DBP and 2021 Annual Corporate Governance Report.	Y	1. Section A. 4 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%202021%20Annual%20Corporate</a>  2. Section B.13 Continuing Education Program for the Members of the Board, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/2021-Continuing-Education-Program-for-the-Members-of-the-Board-.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/2021-Continuing-Education-Program-for-the-Members-of-the-Board-.pdf</a>		

III	30.a	Is an annual performance assessment conducted of the Board of Directors?	Y	<i>The GOCC should conduct its own Board Appraisal which is different from GCG's internet-Based Performance Evaluation for Directors (iPED). It must be readily apparent when the said Board Appraisal was conducted in order to garner points for this item.</i>	<i>DBP conducts an Annual Performance Appraisal of the DBP Board and Board of Directors. For CY 2021, the peer assessment commenced on 23 February 2022 and ended on 31 March 2022.</i>  <i>The results of the Peer Assessment have been a regular subject of the examination conducted by the Bangko Sentral ng Pilipinas in its annual audit of the Bank.</i>  <i>More details regarding the annual performance assessment are disclosed in the 2021 Annual Corporate Governance Report and Corporate Governance Page of the DBP Website.</i>	Y	1. Section I 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website – <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%2021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%2021%20Annual%20Corporate</a>  2. Section B.12 (a) Performance Appraisal of DBP Board and Board of Directors, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/09/Performance-Appraisal-of-the-DBP-Board-and-Board-of-Directors.pdf">https://www.dbp.ph/wp-content/uploads/2021/09/Performance-Appraisal-of-the-DBP-Board-and-Board-of-Directors.pdf</a>  3. Section B.12 (c) Annual Performance Appraisal of the DBP Board, Board-Level Committee and the Individual Director, Corporate Governance Page, DBP Website – <a href="https://www.dbp.ph/wp-content/uploads/2022/03/Annual-Performance-Appraisal-of-the-DBP-Board-Board-Level-Committees-and-the-Individual-Directors.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/Annual-Performance-Appraisal-of-the-DBP-Board-Board-Level-Committees-and-the-Individual-Directors.pdf</a>		
III	30.b	Does the GOCC disclose the process followed in conducting the Board assessment?	Y	<i>The GOCC must disclose the entire process involved in undertaking the Board Appraisal.</i>	<i>The DBP Board of Directors, through its Governance Committee, oversees the periodic performance appraisal of the DBP Board and Individual Directors of the Board within the first quarter of every year, or a date decided upon by the Board.</i>	Y	1. Section I.1 (a) of the 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%2021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%2021%20Annual%20Corporate</a>		
III	30.c	Does the GOCC disclose the criteria used in the Board assessment?	Y	<i>The GOCC should clearly state all the criteria that the Board Members used in their Board Appraisal.</i>	<i>The criteria and rating system for the Board of Director's Peer Assessment are as follows: Competence (15%), Independence (15%), Preparedness as a Director (20%), Practice as a Director (20%), Committee Activity (15%), and Development Process of the Corporate Enterprise (15%).</i>  <i>Further details on the process and criteria used for the assessment are disclosed in the 2021 Annual Corporate Governance Report.</i>	Y	2. Section I.2 of the 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website – <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%2021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%2021%20Annual%20Corporate</a>  3. Section B.12 (a) Performance Appraisal of DBP Board and Board of Directors, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/01/Performance-Appraisal-of-the-DBP-Board-Committees_compressed.pdf">https://www.dbp.ph/wp-content/uploads/2021/01/Performance-Appraisal-of-the-DBP-Board-Committees_compressed.pdf</a>  4. Section B.12 (c) Annual Performance Appraisal of the DBP Board, Board-Level Committee and the Individual Director, Corporate Governance Page, DBP Website – <a href="https://www.dbp.ph/wp-content/uploads/2022/03/Annual-Performance-Appraisal-of-the-DBP-Board-Board-Level-Committees-and-the-Individual-Directors.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/Annual-Performance-Appraisal-of-the-DBP-Board-Board-Level-Committees-and-the-Individual-Directors.pdf</a>		
III	31	Is an annual performance assessment conducted of the Board of Directors Committees?	Y	<i>The GOCC should conduct an Appraisal of its Committees' performance during the year being assessed. It must be readily apparent when the said Committee Appraisal was conducted in order to garner points for this item.</i>	<i>In addition to the Board Appraisal System and Peer Assessment of Directors, an appraisal of the effectiveness of all Board-level committees is likewise conducted using the criteria and rating system approved by the Board. The raters are regular members of the specific committee, except for the Executive Committee where the raters shall be all members of the Board with at least three months of incumbency prior to the rating date.</i>  <i>The criteria and rating system for the Board and Board-level Committee assessments focus on their structure and composition (20%), duties and responsibilities (60%) and performance of individual members (20%).</i>  <i>Further details on the process and criteria used for the peer appraisal are disclosed in the 2021 Annual Corporate Governance Report.</i>	Y	1. Section I.1 (b) 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website – <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%2021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%2021%20Annual%20Corporate</a>  2. Section I.2 2021 Annual Corporate Governance Report, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%2021%20Annual%20Corporate">https://www.dbp.ph/dbp-transparency-seal-2/corporate-governance/#:~:text=and%20Development%20Program,2021,-%E2%80%93%2021%20Annual%20Corporate</a>  3. Section B.12 (b) Performance Appraisal of the DBP Board Committees, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2021/01/Performance-Appraisal-of-the-DBP-Board-Committees_compressed.pdf">https://www.dbp.ph/wp-content/uploads/2021/01/Performance-Appraisal-of-the-DBP-Board-Committees_compressed.pdf</a>  4. Section B.12 (c) Annual Performance Appraisal of the DBP Board, Board-Level Committee and the Individual Director, Corporate Governance Page, DBP Website - <a href="https://www.dbp.ph/wp-content/uploads/2022/03/Annual-Performance-Appraisal-of-the-DBP-Board-Board-Level-Committees-and-the-Individual-Directors.pdf">https://www.dbp.ph/wp-content/uploads/2022/03/Annual-Performance-Appraisal-of-the-DBP-Board-Board-Level-Committees-and-the-Individual-Directors.pdf</a>		