



DEVELOPMENT BANK OF THE PHILIPPINES

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Annual Performance Appraisal of the DBP Board, Board-Level Committees, and the Peer Assessment of Directors

The effectiveness of the overall performance of Board and its individual members through peer rating are measured through the annual performance appraisal system conducted within the first quarter of each year, or on a date decided upon by the Board. The questions in the assessment are based on the duties and responsibilities of the Board as provided in the BSP Manual of Regulations for Banks, the Fit and Proper Rule of the GCG, and the DBP Revised Manual of Corporate Governance. Only those who have served the Board for at least three months are qualified to rate the performance of the Board.

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.

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%). For the Peer Assessment, the criteria are 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%).

The results of the Board and Board-Level Committee Appraisal and Peer Assessment of Directors are reported to the Board-Level Committee concerned, the Board of Directors, and/or pertinent regulatory agencies.

For CY 2024, all eligible members of the Board of Directors received a "Strong" individual rating in the Peer Assessment, and continue to display exceptional skills, capability, and performance in fulfilling their duties and responsibilities. Likewise, the Board displayed high level of effectiveness and efficiency with an overall rating of "Very Satisfactory" for CY 2024. Six (6) out of nine (9) Board-level Committees, on the other hand, achieved an "Outstanding" overall rating for CY 2024. The other Board-level Committees received a "Very Satisfactory" adjectival rating.

The peer assessment for CY 2025 commenced in March 2026 and is ongoing.