

Etiqua Life and General Assurance Philippines

CEO Scorecard (Target) FY2025



Key Results Areas	Performance Attributes	Weightage	Performance Rating					Budget FY2025 (PHP)	Weighted Rating	Score	Actual FY2024 (PHP)
			Unacceptable (1)	Needs Improvement (2)	On Target (3)	Exceed Target (4)	Exceptional (5)				
Financials	1) Group Return on Equity (ROE) - %										
	2) Profit Before Tax (PBT) - Php Mil										
	3) Management Expense (Cost to Income Ratio)										
	4) Group Business Combined Ratio										
	5) Bancassurance NBAPE - Php Mil										
	6) General Insurance GWP* - Php Mil										
	Weighted sub-score										
M25+	1) M25+ Achievement Overall Group (including Customer Ethnographic Research)*									n/a	
	2) Sustainability Initiatives focusing on Social/Financial Inclusion*										
	3) Increase Revenue Contribution of Retail*										
	4) Customer Experience Net Promoter Score (NPS) Multiple Touchpoints										
	Weighted sub-score										
Risk Management	1) Group Mngt. of Compliance Risk Appetite Statement (RAS)									1	
	2) Adherence to 2025 Risk Appetite*									n/a	
	3) Internal Audit Report Rating										
	Weighted sub-score						0.00	0.00			
Overlay	1) Takaful Initiatives		Adjustment to overall score at Board's discretion based on performance.								
	2) Annual Corporate Governance Scorecard (ACGS)		Adjustment to overall score at Board's discretion based on performance.								
OVERALL SCORE		100%						0.00			

NOTES:
 *New Key Results/Performance Attribute
 Group Shared KPI
 Mandatory KPI suggested by EGMC members