



ADFIAP
financing sustainable development

diversity

inclusion

**Sustainability
Report 2017**

Association of Development
Financing Institutions in Asia
and the Pacific (ADFIAP)

About the Report

Scope of the Report

The Association of Development Financing Institutions in Asia and the Pacific (ADFIAP) has a longstanding commitment to reporting progress on our sustainability journey. We publish a Sustainability Report annually that covers the economic, social, and environmental impact of the annual operations of the ADFIAP Secretariat based in Makati City, Philippines; and the economic impact of the entire organization.

All financial information are stated in U.S. dollars. Due to the earlier schedule of the 41st ADFIAP Annual Meetings, the report uses unaudited figures from January 1 to December 31, 2017, unless otherwise stated.

Reporting Structure

We have updated our reporting structure to also track our progress against the United Nations Sustainable Development Goals (SDGs).

The report uses the Global Reporting Initiative (GRI) G4 Guidelines (Financial Sector Supplement) as a foundation for its reporting approach. It is also ADFIAP's 9th sustainability report and its second in accordance with the United Nations Sustainable Development Goals.

About the Reporting Institution

The Association of Development Financing Institutions in Asia and the Pacific (ADFIAP) is a non-stock, non-profit organization that serves as the umbrella of 100 member-development financing institutions in 39 countries and territories.

Governance of the organization rests on the Board of Directors, which delegates authority to the Secretariat. The Secretariat is headed by a full-time Secretary General and is comprised of 14 senior officers and administrative staff who perform ADFIAP's day-to-day functions.

ADFIAP follows four key pillars:



Economic Responsibility:

support of MSMEs



Social Responsibility:

social banking, microfinance



Environmental Responsibility:

green banking, sustainable consumption and production



Good Governance:

promoting fair, transparent and accountable governance principles

Report Validation and Assurance

ADFIAP has a full-time Sustainability Officer who keeps track of its sustainability performance. His role is to make independent external assurances on the sustainability report of ADFIAP, as well as other like-minded organizations.

For inquiries and feedback, contact:

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To download an electronic copy of this report,



visit ADFIAP's website (www.adfiap.org), or simply scan the QR code on the back cover of the report to access the website from any smartphone device.

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essage from the Chairman

One of ADFIAP's greatest strengths is the diversity of our members and their people, who represent wide-ranging nationalities, cultures, languages, religions, ethnicities, lifestyles, and professional and educational backgrounds. Their unique perspectives enable us to meet challenges quickly, creatively and effectively, providing a significant edge in today's global economy.

This is why, as the focal point of development financing institutions (DFIs) in Asia and the Pacific, we at ADFIAP are committed to building an organization that embraces a culture of diversity and inclusion.

In our increasingly connected world, diversity and inclusion have become hot-button issues. This is because organizations of today operate as a network of teams, thrive on empowerment, open dialogue, and inclusive working styles. Embracing and valuing diversity and inclusion lead to a better understanding of, and engagement with, the institutions we work with, the members we serve, and the communities in which they operate.

Everyday, however, we face uncertainties in the global political environment that have heightened sensitivity to diversity and inclusion. Immigration challenges, nationalism, and fear of terrorism appear with greater frequency in the media. In our region, there are also issues of diversity and inclusion that touch on gender inequality, human rights, and social justice, among others. These challenges present vast opportunities for DFIs to partner and respond.

With membership presence in 39 countries and with partner institutions all over the world, ADFIAP is well positioned to enrich the discussion on diversity and inclusion and the sharing of best practices and strategies to address these challenges. And that's what makes every day an opportunity to accelerate the positive momentum that has been moving us all to a better world. Thank you for joining us in the journey.

Shivjee Roy Yadav
ADFIAP Chairman
General Manager and CEO of NIDC Development Bank, Ltd. of Nepal





Our Contribution to the SUSTAINABLE DEVELOPMENT GOALS



17 PARTNERSHIPS FOR THE GOALS



100 ADFIAP's member-development financing institutions (DFIs) from 39 countries and territories in Asia Pacific and the world

- 10** Partner-organizations promoting sustainable development:
- World Federation of Development Finance Institutions (WFDFI)
 - Association of Development Financing Institutions in the Pacific (ADFIP)
 - Association of Development Finance Institutions of Malaysia (ADFIM)
 - African Association of DFIs (AADFI)
 - Association of European Development Finance Institutions (EDFI)
 - Latin American Association of Development Financing Institutions (ALIDE)
 - Center for International Private Enterprise (CIPE)
 - Council of Development Finance Agencies
 - Asian Bankers Association
 - Japan International Cooperation Agency

4 QUALITY EDUCATION



Through the following service units, ADFIAP provides knowledge and information for the development banking and finance industry and profession:

Asia-Pacific Institute of Development Finance (IDF) conducts regular training and capacity-building activities organized and implemented together with ADFIAP's partners and donor-institutions.

ADFIAP Consulting (AC) provides advisory and business development services to ADFIAP members and other institutions.

ADFIAP Finance & Investment Center (AFIC) links members and partners to develop and undertake business cooperation projects using the ADFIAP Secretariat and ADFIAP consulting team as adviser and facilitator.

11 SUSTAINABLE CITIES AND COMMUNITIES



To promote sustainable development, ADFIAP engages in the following activities:

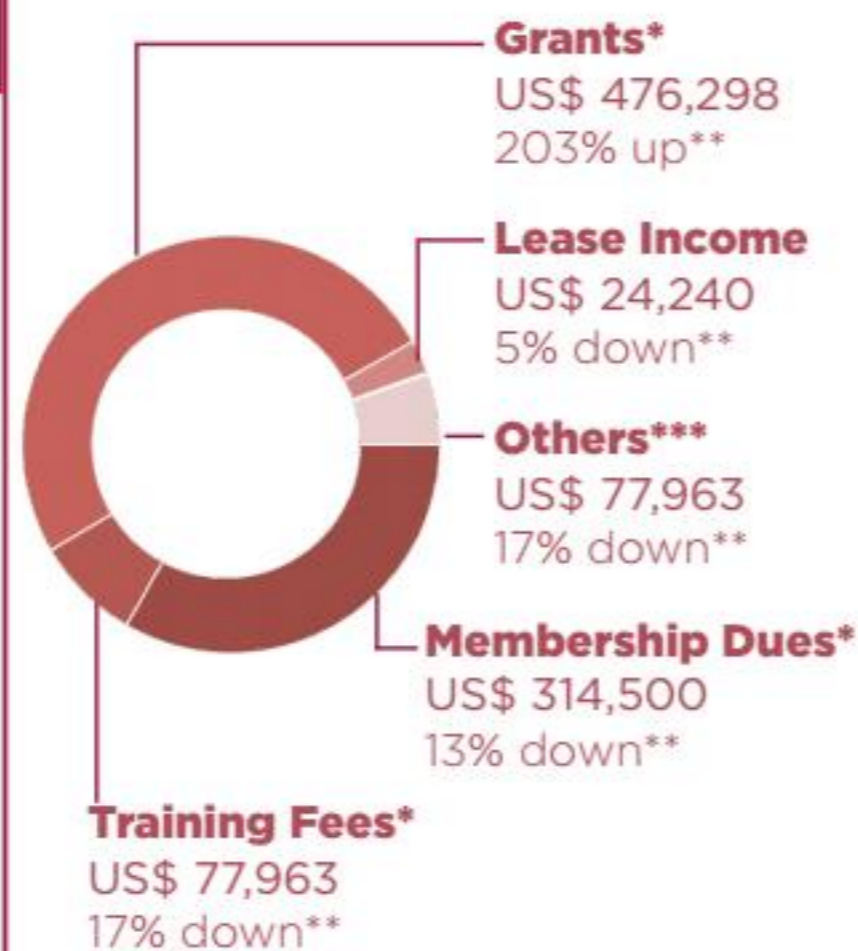
- ADFIAP Awards has been running annually since 1997 and serves as an occasion to honor members of the Association that have contributed significantly to sustainable development in their respective countries.
- ADFIAP Annual Meetings are held to gather DFIs and like-minded organizations together so members can exchange experiences and expertise.
- Sustainability Report publication since 2008 based on the Global Reporting Initiative (GRI) guidelines
- Sustainability Officer on full-time appointment
- Other ADFIAP publications help raise awareness and promote various advocacies, including promoting sustainable development.

8 DECENT WORK AND ECONOMIC GROWTH



Financial Performance: ADFIAP is able to sustain its Secretariat and other operations and serve its members and partners by generating revenues from membership dues, grants, training fees, and other sources.

50% of revenue sources came from grants



Economic Contributions to Host Country (in US\$)

Withholding Taxes Paid to Government

20,204*

19% down**

Staff Salaries & Benefits

153,245*

1% down**

Staff Training

52.14

Average number of hours per employee in 2017

* Based on unaudited figures
 ** 2017 versus 2016 comparative trend
 ***Includes sponsorships in ADVANCE Magazine

5 GENDER EQUALITY



Workforce

Employee Profile

9 Male
(permanent: 5, contractual: 4)

5 Female
(permanent: 3, contractual: 2)

Ratio of Basic Salary and Remuneration

39% Male

61% Female

13 CLIMATE ACTION



Water Consumption (in cubic meters)

111.6
6% down in 2017 due to continuous water conservation and heightened environmental consciousness

Paper Consumption

90
bond paper reams
No change from 2016

Electricity Consumption (in kilowatts)

1,371
9% down in 2017 due to energy conservation efforts and use of energy-efficient lighting system

Travel-Related Carbon Emissions (in miles)

112,241.6
44% down in 2017 due to increasing reliance on internet-based meeting tools such as Skype

Other Initiatives

- Electronic dissemination of information via ADFIAP's website and other online channels
- Use of materials that do not harm the environment



Diversity & Inclusion

5 GENDER EQUALITY



IPDC Finance Ltd. (Bangladesh) Flower power prevails

In Bangladesh, more than a third of the population lives below the national poverty line. Yet the country has managed to slash its poverty numbers by half in the past decade alone and has achieved United Nations recognition for reducing child mortality by 60%.

Much of these positive developments were made possible through investments in women's education and the expansion of their economic opportunities.

Senior nurse Irani Baroi, for instance, works at the 100-bed general hospital in Madaripur despite being paralyzed, while 68-year-old Sonajan Akter serves at least 15 villages for the last half-century as a midwife without receiving any payment despite being poor herself.

Recognizing women leaders in the grassroots

Financial institution IPDC Finance Ltd. has collaborated with the Daily Star to recognize women change makers from the grassroots in its award called Unsung Women National Builders. This seeks to honor "root-level entrepreneurs, garment workers, teachers, and women devoted towards social cause."

Unlike other women awards focusing mostly on celebrities and top-tier female professionals



contributing to nation building, the award zeroes in on those working independently, toiling in the villages, and digging the ground for opportunities largely unavailable for men, let alone the women.

Investing in women entrepreneurs

IPDC also has its fair share in boosting women's presence and participation in business activities, helping them flourish and acquire the extra edge in small and medium industries involved in manufacturing, trading, and service-oriented enterprises. Its financing of women entrepreneurs involves earning working capital, procuring fixed assets, and expanding factory space, to name a few. Loan tenor is from 24 to 60 months, and repayment can be made through monthly installment or structured payments based on business cash flow.

It is this assistance to women that produced the likes of Shahida Akhter Shorna who, enduring pressure for early marriage like other girls, campaigned for girls' education and against child marriage.

Photo courtesy of The Asia Foundation website

10 REDUCED INEQUALITIES



5 GENDER EQUALITY



Fiji Development Bank (Fiji) Women fighting poverty

The feminization of poverty offers a female face to want and suffering. Women represent the world's poor at disproportionately higher rates than men.

In a developing country such as the small island nation of Fiji, credit assistance to women micro-entrepreneurs allows these poverty fighters to start small and leap big.

The Fiji Development Bank (FDB) upholds its commitment towards poverty eradication and economic empowerment by supporting the country's largest microfinance institution, the South Pacific Business Development Microfinance (SPBDM). This network of microfinance institutions serves female beneficiaries in poor rural villages to start and grow their sustainable micro-enterprises, as well as finance housing improvements and childhood education.

Handholding women entrepreneurs

SPBDM offers US\$400 for micro-businesses and \$3,000 to \$6,500 for small and medium enterprises (SMEs) with unsecured loans. It provides, not just the necessary startup funds for budding female micro-entrepreneurs in the countryside, but also financial and business training, guidance, and in-house loan and life insurance.

Of the total number of loans distributed by this microfinance network operating in Fiji, Samoa, Tonga, and Solomon Islands, 99% go to women while 80% are for those living in rural areas. Forty percent go to single mothers while a staggering 100% benefit the unemployed. Other vulnerable groups include minorities, the poor in health and less able, the unbanked, and potential victims of domestic violence.

SPBDM is envisioned to offer funding, training, and ongoing motivation to other countries in



the Pacific and Southeast Asia and eventually to Central America and the Caribbean, helping more than 50,000 poor Pacific Islanders and directly impacting another 300,000 immediate family members.

Recognition from ADFIAP

For this initiative that harnesses development finance to reduce or alleviate poverty, FDB was recognized in the 2017 ADFIAP Awards (financial inclusion category) held at the 40th ADFIAP Annual Meeting in Macao SAR, China. It was also recognized by ADFIAP for enabling greater financial inclusion in Fiji in 2013 via its Social Banking Facility, which provides cash to address short and long term financial burdens through alternative livelihood creation.

FDB is the island nation's only development bank with a singular mandate to finance projects that help fuel the economy and improve Fijians' quality of life. And in a country where 45% of the population lives below the national poverty line and the income gap continues to widen, deploying more equipped and empowered women in the frontlines remains a critical and urgent move.

"Our focus will remain to finance projects and organizations that lead to achieving Sustainable Development Goals such as reducing poverty, affordable energy, infrastructure development, and small and medium enterprise development."

— Nafitalai Cakacaka, acting CEO of FDB



SME Bank Malaysia (Malaysia) Planting seeds for tomorrow

Growth and expansion do not come easy for many small entrepreneurs. Development financing plays a part by reaching out to this often cash-strapped segment and providing the seed capital they need for a thriving future.

Committed to intensifying its outreach programs to cover and benefit more small and medium-sized enterprises (SMEs), SME Bank Malaysia offers My Seed SME Scheme (MYS3), which targets Indian entrepreneurs and finances working capital and fixed assets such as machinery and equipment.

Indian entrepreneurs have a thriving population in Malaysia, which has the highest percentage of the Indian diaspora outside India, with 7% of the population being of Indian origin. The vast majority are Tamilians.

The bank bases its financing on the Shariah principles of Commodity Murabahah (Tawarruq arrangement) and Ijarah Thummal Bai'. It purchases the assets on behalf of the loan client and offers access to cash or fixed asset that normally eludes entrepreneurs who lack the collateral or asset to pursue the loan transaction. The financing ranges from RM1

million to RM5 million and has a five-year tenure for working capital and seven-year tenure for fixed assets. The loan facility is only one of several initiatives to help Malaysia achieve its target of SMEs contributing 41% to its GDP by 2020. At present, this sector accounts for 36% of the nation's GDP.

SME Bank allocates at least RM50 million for MYS3 for Indian entrepreneurs, alongside related SME-g geared programs such as RM200 million for its SME Technology Transformation Fund, RM500 million for its Industrialized Building System (IBS) Promotion Fund, and RM20 million for Skim Anjakan Usahawan. Since its inception in 2005, the bank has approved RM23 billion worth of financing for more than 13,000 customers.

Now more than ever, the market is teeming with business ideas and opportunities that could fall through the cracks without support for those who need it most. SME Bank is making sure it is there to nurture Malaysia's entrepreneurs.





Microfinance Development Fund of Mongolia (Mongolia) Scaling the mountains to reach out to the poor

10 REDUCED INEQUALITIES



The province of Bayan-Olgii in Mongolia – set in the Altai Mountains where Mongolia, China, and Russia meet – is home to breathtaking scenery, unique cultures, and rich wildlife. Eagle hunting, nomadic herding, and being among wild sheep and snow leopards are not unheard of in this part of the world.

But Bayan-Olgii has another face: the poor and underprivileged families living in the shadow of stunning natural landscapes the country is known for. In fact, it is the poorest in Mongolia, with maternal and infant mortality rates exceeding the rest of the country. Its central hospital, for instance, still uses Soviet-made equipment in dire need of replacement.

Islamic banking

Microfinance Development Fund (MDF) promotes much-needed microfinance to lift up the province's low-income families and helps realize their desire to start a business they can call their own. MDF teamed up with non-bank financial institution Kajarat to provide interest-free loans to families keen on starting their own small business in the area. It finances based on the principles of Islamic banking, in light of the predominantly Muslim population (93%) in the province.

MDF and Kajarat also assist the qualified loan borrowers in planning, production, sales, and financial reporting and accounting.

They help identify relevant risks by fostering cooperation with state agencies, professional associations, and experts in specific fields to help ensure success.

Award-winning program

The program, which won the 2017 ADFIAP Outstanding Development Project Award (financial inclusion category), is expected to radically improve the living standards of more than 300 families and about 2,000 household members.

MDF is mandated to offer financially and institutionally sustainable microfinance services to vulnerable segments in rural areas, with projects implemented not just in Bayan-Olgii but also in Bayankhongor, Dornod, Dundgovi, Uvurhangai, Umnugovi, Tuv, Uvsaimagas, and the Bayangol district of Ulaanbaatar. It extends wholesale lending to accredited MFIs working with poor households and helping diversify their incomes and livelihood sources.

The hope is that poverty will be reduced where the snow-capped mountains and glaciers are, and the residents of Bayan-Olgii are able, not just to make a decent living, but also to take their humble ventures to great heights.

Photo courtesy of Discover Bayanolgii.com



**Export-Import Bank of India (India)
Putting the faith in artificial feet**



There is hope in technology, but there is greater hope in financing it to serve the differently abled.

Vinod Rawat lost his leg in a road accident at age six. He was hit by a truck as he was returning from school one day. Now, he could only watch boys in his neighborhood run and play outside, and openly wear his bitterness and anger as he used clutches until age 25.

Then he was introduced to a foot prosthetic and could suddenly walk with his feet, ride a bike, and even run in marathons.

Thanks to a US\$100,000 loan from the Export-Import Bank of India (Exim India), Vinod's lifesaver, the Bhagvan Mahaveer Viklang Sahakaya Samiti (BMVSS), was able to establish a permanent Jaipur Foot Center in Kabul, Afghanistan.

A thousand lives

The largest organization of its kind for the rehabilitation of the disabled, BVMSS is the parent body of the Jaipur Foot Limb, the most widely used artificial foot and limb worldwide.

The grant support from Exim India will pay for the materials and components of 1,000 artificial limbs in a year at the Center, enabling 1,000 differently abled to restore their ability

to work and lead a normal life. Of the total funding, \$25,000 goes to training three Afghan technicians from Kabul's National Disability Institute (NDI) for three months.

BMVSS has a long, colorful history in foot rehabilitation through quality prosthesis. Since it started, it has rehabilitated over 1.4 million amputees and polio patients by providing artificial limbs, calipers, and other aids and appliances, completely free of cost for its beneficiaries. Most of its work is in India, but it has also conducted over 58 camps in 27 countries in Asia, Africa, and Latin America.

Meeting the UN SDGs

In its relentless pursuit of grassroots financing, Exim India has gone beyond physical empowerment. It is also able to meet the United Nations' Sustainable Development Goals (SDGs), as disability affects various aspects of life, including education, growth, employment, inequality, and accessibility of human settlements.

It is because of this achievement that Exim India received the 2017 ADFIAP Outstanding Development Project Award, under the Corporate Social Responsibility category.

Photo courtesy of jaipurfoot.org



**Business Development Bank
of Canada (Canada)**

Getting an early head start to success



For budding young entrepreneurs, it is not just the passion, drive, energy, and creativity that steer a startup idea towards success. Financing is an ever-present challenge, and loan grants from institutions such as the Business Development Bank of Canada (BDC) can spell the difference between winning and failing.

BDC offers loans tailored to the needs of young entrepreneurs at every stage of business, whether setting up for the early phases or preparing for growth. Its startup financing is a complete range of solutions to invest in working capital, fixed assets, fund marketing and startup fees, a franchise purchase, or consulting services. Its small business loan of up to \$100,000 can buy equipment, ensure trade show participation, purchase extra hardware or software, apply for a patent or trademark, or secure other intellectual property protection.

In addition, BDC deploys experienced management consultants to serve as business coach and conduct marketing workshops. Invaluable resources for young business minds and innovators, too, comprise tips to get started, measure one's entrepreneurial potential with a

free assessment, and get hold of free business plan templates.

For several years, BDC also ran the BDC Young Entrepreneur Award, which in 2014 was awarded to specialty cheese maker Shep Ysselstein. Coming from a dairy farm-owning family, Shep sought to tap into his community's cheese making legacy and launch his own plant using milk from the family farm. He knew little about cheese, but overcame his limits by leaving Woodstock, Ontario to travel across North America and Europe to gain the expertise he needed. Shep eventually took advantage of government programs, overcame production hurdles and regulatory challenges, and founded Gunn's Hill Artisan Cheese.

BDC also holds its indigenous summer student internship program, which targets First Nation, Métis, and Inuit students from colleges and universities who are interested to be trained and mentored, and potentially explore full-time employment at the bank.

Photo of cheese maker Shep Ysselstein courtesy of tourismoxford.ca



Zarai Taraqati Bank (Pakistan) Unbanked rural youth gets a boost



The youth comprises a majority of the rural Pakistani population. They are also considered an untapped human resource, as Pakistan remains a laggard when it comes to youth participation in the civic and political spheres, education, employment, and health and well being.

In fact, Pakistan recorded the biggest decline in overall youth development score by 18% from 2010 to 2015, according to the Global Youth Development Index and Report 2016. The country ranked a dismal 154th, worse than war-torn Syria, and lagged behind neighboring India and Bangladesh.

To better engage the youth in national development, Zarai Taraqati Bank launched programs such as the Asan Qarza Scheme, a loan facility that seeks to help raise the living standards of the youth, and keep their migration to urban areas in check. Financing agricultural businesses under a variety of agro-based activities, the bank has disbursed Rs. 76.884 million for 487 cases by the end of 2016.

The scheme, which has a maximum loan limit of Rs. 0.200 million per borrower, covers all creditworthy and reputable individuals from 18 to 35 years who have the capacity to repay. It accepts tangible properties as collateral, the absence of which could allow parents or family members with a property to be accepted as co-applicant.

Financial products and services such as these respond to the need for financial inclusion. Only 6% of Pakistani youth have an account with a formal financial institution, which is considerably low compared with those in South Asia and the rest of the world at 31% and 42%, respectively.

The lack of clear policies on youth development and poor linkages are keeping the majority of these young people unbanked, demanding greater steps to improve their financial wellness and quality of life.

Photo courtesy of theweeklypakistan.com



China Development Bank (China) Banking on the elderly

Asia is on the cusp of aging. Its elderly population is projected to reach almost 923 million by the middle of the century, and the region is on track to becoming one of the oldest in the world in the next few decades. This presents a unique set of challenges for governments as sustaining growth and expansion becomes a priority.

In China, the proportion of people age 60 and above is expected to climb to 33% by 2050 from 12% in 2010, turning the nation into the world's oldest population. Increasing in parallel are health care costs as well as dependency ratios. Gaps, however, remain. While more than half of the population lives in rural areas, only around 10% are covered by rural pension schemes.

Aging poses a huge concern in China for several reasons: the population's sheer magnitude, the difficulties of aging at a relatively low level of income per capita, and poor safety net standards in place, according to the Asian Development Bank (ADB).

Investing in aged care centers

In the face of an aging society, China Development Bank (CDB) is speeding up innovation and research and development in relevant finance products and services.

CDB Jiangxi, for one, has extended a long- and medium-term loan of RMB 130 million through public private partnership (PPP) and invested RMB 13 million in special construction funds to aged care centers in 72 communities and villages in downtown Zhanggong District of Ganzhou City. The project will provide services such as housekeeping, food delivery, medical care, recreation, and foster care for beneficiaries.



Photo courtesy of International Business Times

It is slated to benefit the 110,000 elderly of the district, giving its senior residents access to basic pensioner services.

Development financing

The bank also introduced the "Xing Fu Li" home elderly service pilot program through government procurement in Jilin, investing at least RMB 14 million in special construction funds and RMB 4.8 million in loans. The project will cover 220 urban communities and serve more than 220,000 local residents every day to extend a wealth of social services to traditionally homebound pensioners.

In 2015, the bank released a proposal outlining the support for aged-care system through development finance and supported home- and community-based aged-care facilities, government-run homes for the aged that integrate old age care with medicine and the micro aged care service enterprises in PPP models, to name a few.

CBD is also championing inclusive elderly care, committed to exploring several financing models for elderly services that foster improved livelihood, quality of life, and social development.



Alalay sa Kaunlaran, Inc. (Philippines) Turning overseas workers to empire builders

Micro, small, and medium enterprises (SMEs) spark inspiring tales of daring to start from almost nothing to overcoming the odds. Some of the most notable SME success stories today are those of overseas Filipino workers (OFWs) emboldened by the will to come home and harness their business potential.

Raul Dela Cruz, a motorcycle driver from the province of Pangasinan, is married to an OFW in Singapore. With grim determination to help his wife provide for the family, he signed up for financial education, secured a P60,000 (US \$1,200) loan, and started a bakery business that now earns about P5,000 every month.

Helping build the dream

Lending a hand to Raul and other migrant workers is Alalay sa Kaunlaran, Inc. (ASKI), which assists OFW communities in Singapore and their families to becoming economically and social prepared for the future through financial education and related courses. It encourages them to build or grow their savings, and start their dream venture using microcredit.

The nonprofit's Basic Entrepreneurship (BE) course is an 11-module program that teaches OFWs on how to acquire an entrepreneurial mindset, alter one's remittance behaviors, and learn things such as self-mastery, business

techniques, savings and investments, and credit management.

ASKI also offers the Communication and Personality Development (CPD) course, co-conceptualized by student-interns of the National University of Singapore. It seeks to polish migrant workers' communication skills for customer interaction, marketing, and related business aspects.

Making saving a habit

In its partnership with Citi Foundation, ASKI had at least 275 participants graduating from the financial education course. Of these, 80% to 100% became savers (saving at the most 40% of their salary) while half began putting up their microenterprises. A separate partnership with a Philippine bank saw ASKI microfinance supervisors and unit managers transform into business coaches and mentors to directly provide technical assistance to clients and their families.

For these initiatives, ASKI bagged three awards in the 2017 ADFIAP Awards held in Macao SAR, China during ADFIAP's 40th annual meeting. These awards were in the local development and technology development categories, as well as a Special Award for Best Sustainability Report.



Development Bank
of the Philippines (Philippines)

Indigent children get a fighting chance

Breaking the cycle of poverty does not come easy, but when the children of farmers, laborers, teachers, drivers, policemen and soldiers, government employees, and those in far-flung areas stay in school, things could take on a radically positive turn for their families and their own future.

Anchored on this philosophy of education and equal opportunities, the Development Bank of the Philippines (DBP) has committed to a P1-billion funding for the college education of the best and brightest high school graduates from poor families. Launched in 2008, the DBP Endowment for Education Program (DEEP) has released P836.5 million in scholarship assistance for 3,567 students as of 2016.

Scholarship grant

Under the program, the state-run bank pays for the scholars' tuition as they are enrolled in partner-schools located in various parts of the Philippines. The scholarship grant also covers board and lodging allowances for scholars taking maritime, nursing, technical-vocational, forestry, agriculture, education, and human resource and management courses, to name a few.

Eligible for the scholarship are graduates from the top 20% of their high school class, with an annual family income of not more than P150,000. DEEP commits to giving scholars and partners, not just continuing access to education, but also other benefits such as values formation, industry linkages for employment opportunities, and capacity building of schools through the DEEP endowment fund. The scholarship funds are funneled directly to the 39 host schools instead of extending cash grants to the students.

Schools also benefit from upgraded facilities, not just for the scholars but for the whole student population. The program also aims to address the problem of talent mismatch in the labor market, looking at priority industries and encouraging schools to develop curricula or standards that could match job opportunities.

DEEP graduates

The scholars come from diverse backgrounds, including indigenous communities. DEEP scholar Jaymar Baguidudol, who hails from Hingyon, Ifugao, was recently honored as the most excellent cadet of the NYK-TDG Maritime Academy class of 2016 during the graduation rites.

As of 2016, 2,042 of DEEP scholars have already graduated and 1,625 are now gainfully employed. The scholars' sense of gratitude and pay-it-forward attitude, too, have flourished and gave way to strong contribution to the DEEP Scholars Association, Inc. (DEEPSAI) to ensure the program's sustainability after DBP exits from it in 2018.

The second tranche of DEEP, dubbed the DBP Resources for Inclusive and Sustainable Education (DBP RISE), involves accrediting new partner schools to give financial assistance to new batches of qualified scholars — a continuation of the bank's legacy and efforts in the education sector.

Board of Directors



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General Manager and CEO
NIDC Development Bank Ltd.



VICE CHAIRMAN

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National Bank for Foreign
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Republic of Uzbekistan

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Bhutan Insurance, Ltd.



5. Mr. Kipchu Tshering
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Bhutan National Bank, Ltd.



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National Pension and
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7. Mr. Namgyal Lhendup
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Royal Insurance Corporation
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M

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GRI Index

ADFIAP has been reporting on its sustainability performance based on the Global Reporting Initiative's (GRI) G4 guidelines that focus mainly on the materiality aspect of sustainability reporting. GRI is a leading organization in the sustainability field that promotes the use of sustainability reporting as a way for organizations to become more sustainable and contribute to sustainable development. To know more about applying G4 guidelines, contact the ADFIAP Secretariat or go to www.globalreporting.org.

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This 2017 Sustainability Report was printed on Forest Stewardship Council (FSC)-certified paper and distributed to our member-institutions and partner-organizations in limited copies, consistent with our commitment to reduce our carbon footprint. An electronic copy may be downloaded on our website, www.adfiap.org.

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