

Component					4 th Quarter			
Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System	Annual	Target	Actual		
F i n a n c i a l	SO 1	Ensure Sustainable Financial Growth						
	SM 1	Increase Net Income After Tax (NIAT)	Net Income Less Income Tax	25%	(Actual / Target) x Weight <i>0% if Lower than P132 Million</i>	₱162.63 Million	₱162.63 Million ₱250.93 Million (25%)	
	SM 2	Improve Budget Utilization Rate	Total Disbursements / DBM-approved or Board-approved Corporate Operating Budget (both net of PS Cost)	5%	(Actual / Target) x Weight <i>0%=if less than 70%</i>	90%	72.34% (3.61%) <i>(₱40.26/₱55.65)=72.34% x 5% = 3.61% (MOOE only)</i>	
	Sub-total			30%			28.61%	
S t a k e h o l d e r s / C u s t o m	SO 2	Improve Service Delivery						
	SM 3	Percentage of Satisfied Customers	Number of respondents which gave at least Satisfactorily rating / Total number of respondents	5%	(Actual / Target) x Weight <i>Below 80% = 0%</i>	90%	90% Premiere Value Providers, Inc. (PVP) is still conducting the survey. (0%)	
	SO 3	Provide Wider Market Reach for Microinsurance Products for Agricultural and Fisheries Development						
	SM 4	Number of Clients covered by various LBP Programs	Absolute Number	5%	(Actual / Target) x Weight	200 beneficiaries covered by ASL, ACEF, RCEF and AFFORD Programs	200 beneficiaries covered by ASL, ACEF, RCEF and AFFORD Programs	568 (5%)
	SM 5	Number of Clients covered by Microinsurance		5%		500 beneficiaries covered by Microinsurance	500 beneficiaries covered by Microinsurance	558 (5%)
SO 4	Provide Wider Market Reach for Financial Viability							

e r s	SM 6	Increase Premium Volume	Absolute Amount	30%	(Actual / Target) x Weight	₱1,230.41 Million	₱1,230.41 Million	1,622.45 (30.00%)
	Sub-total			45%				40%
I n t e r n a l P r o c e s s e s	SO 5	Improve Efficiency and Quality of Insurance Process						
	SM 7	Percentage of Notification of Coverage issued within the applicable processing time	Number of applications processed within the applicable processing time / Total Applications for Issurance of Notification of Coverage Received Start Time: Upon acknowledgment and receipt of complete documents; End Time: Issuance of notice of coverage.	5%	(Actual / Target) x Weight	100%	100%	Ongoing extracting of data (0.00%)
	SO 6	Enhance Existing Processes Comparable with the Industry						
	SM 8	Improve Processes to Quality Management System	Actual Accomplishment	10%	All or Nothing	Pass Surveillance Audit for ISO 9001: 2015 Certification	Pass Surveillance Audit for ISO 9001: 2015 Certification	Passed the Surveillance Audit. ISO Certification is retained. (10.00%)
Sub-total			15%				0.0%	
L e a r n i n g & G r o	SO 7	Develop Strategic Skills & Competence of Officers and Staff						
	SM 9	Improve Competency of the Organization	2022 Competency Level vs 2021 Baseline for all competencies	5%	All or Nothing	Improvement on the Organizational Competency Level based on the 2021 year-end assessment	Improvement on the Organizational Competency Level based on the 2021 year-end assessment	For evaluation of the Unit Heads (5.00%)

w t h	SO 8 Enhance IT Infrastructure						
	SM 10	Implementation IT Projects	Actual Accomplishment vs Work Program	5%	(Actual / Target) x Weight	100% Implementation of the following IT projects: 1. Payroll System 2. IBM Notes/ G-Suite (email)	100% Implementation of the following IT projects: 1. Payroll System 2. IBM Notes/ G-Suite (email)
Sub-total			10%				10.00%
TOTAL			100%				88.61%