PERS								vs Original Targets		vs. With Request for Reconsideration			
PECT VE	0.00	Strategic Objective (SO)/	Formula	Relative	Rating System	Annual Target	Actual (Indicative)	Indicative	Indicative	Adjusted/Revised		Indicative	Indicative
		Strategic Measure (SM)			Individual Score	Individual Rating	Target	Actual	Individual Score	Rating			
S	SO 1	Provided Adequate Power Supply in Mission						ALESS OF					
LDER	SM 1	Supply, MW	∑Plant Dependable Capacity	13.00%	Actual Over Target	181.945	186.018	100.00%	13.00	7		100.00%	13.00
КЕНО	SO 2	Contributed to the Power Supply in the Ma	in Grids thru the Agus-Pulangi	Plants									
STAI	SM 2	Energy Generation, GWH	Total Energy Generation	12.00%	Actual Over Target	3,096.96	4,115.50	100.00%	12.00			100.00%	12.00
IERS/	SO 3	Ensured Customer/ Stakeholder Satisfaction											
CUSTOMERS/ STAKEHOLDERS	SM 3	Percentage of Satisfied Customers, %	∑No. of Satisfied Respondents ÷ No. of Respondents	5.00%	Actual Over Target (If less than 80% = 0%)	90.00	92.74	100.00%	5.00			100.00%	5.00
			Subtotal:	30.00%					30.00%				30.00%
	SO 4	Provided Efficient and Reliable Power Supp	oly in Missionary Areas										
	SM4	Percentage of Unexpected Power Interruption (Forced Outage Rate), %	∑(Forced Outage Hours) ÷ ∑(Operating Hours + Forced Outage Hours)	5.00%	Actual Over Target	0.111	0.021	100.00%	5.00			5.00	5.00
	SO 5	Sustained System Reliability and Power Qu											
S	SM5a	Completed Transmission Line, ckt. Kms.	Actual Completed Transmission Lines	5.00%	Actual Over Target	51.10	1.20	2.35%	0.12	4.10		29.27%	1.46
INTERNAL PROCESS	SM5b	Completed Substation Facilities, MVA	Actual Completed Substations	5.00%	Actual Over Target	25.00	5.00	20.00%	1.00	5.00		100.00%	5.00
TERNAL	SM5c	Completed Distribution Line, Ckt. Kms.	Actual Completed Distribution Line	5.00%	Actual Over Target	42.55	39.99	93.98%	4.70			93.98%	4.70
2	SO 6	Adopt the Use of Renewable Energy in Missiona											
	SM6	Completed Renewable Energy (RE) Hybridization Projects, kWp	Actual Completed RE Hybrid Projects	7.00%	Actual Over Target	650.00	150.00	23.08%	1.62	735.00	235.00	31.97%	2.24
	SO 7	Contributed to the Efficiency and Stability of the Main Grid Operation thru the Agus-Pulangi Plants											
	SM7	Controlled Unexpected Power Interruption (Forced Outage Hour), hrs.	Actual Forced Outage Hour	5.00%	Actual Over Target	24.00	23.39	100.00%	5.00			100.00%	5.00

PERS	The second second	PERFOI			vs Original Targets		vs. With Request for Reconsideration						
PECT		Strategic Objective (SO)/	Formula	Relative	Rating System	Annual Target	Actual (Indicative)	Indicative Individual	Indicative	Adjusted/Revised		Indicative Individual Score	Indicative
		Strategic Measure (SM)	Weight	eigni			Score	Individual Rating	Target	Actual	Rating		
	SO 8	Ensured the Structural and Operational Safety of Dams to Mitigate Flooding in the Downstream Communities.											
	SM8	Percentage Maintenance Requirements of Dams and Other Non-Power Component, %	Actual No. Of Maintenance Activities Implemented – Target No. Of Maintenance Activities	5.00%	Actual Over Target	100.0096 (Based on the 14 planned maintenance activities, 8 H.O., 6 in Mingen)	100.0096 (Based on the 14 planned maintenance activities, 8 H.O., 6 in Mingen)	100.00%	5.00			100.00%	5.00
S	SO 9	SO 9: Consolidation of Ownership of NPC	# 0000										
INTERNAL PROCESS	SM9a	Number of Transferred Certificates of Titles/Decrees and Land Registration Case Decisions under OMA to PSALM, Filed Applications for Titling/Issuance of Certificates of Titles/Decrees of Unregistered/Untitled Lots, lots	Actual No. Of Lots with Transferred Certificates of Titles/Decrees/LRC Decisions under OMA to PSALM and Lots with Filed Applications for Titling/Issuance of Certificates of Titles/Decrees under OMA Properties	4.50%	Actual Over Target	70	81.00	100.00%	4.50			100.00%	4.50
		Number of Filed Applications for Titling or Tenurial Rights/Issuance of Certificates of Titles of Unregistered/Untitled Non-OMA Lots, Reconstructed Deeds of Donations, <i>lots</i>	Actual No. of Lots with Filed Applications for Titling or Tenurial Rights/Issuance of Certificates of Titles and Reconstructed/Deeds of Donations	2.50%	Actual Over Target	30	30.00	100.00%	2.50			100.00%	2.50
			Subtotal:	44.00%					29.44%				35.40%
	SO10	Exercised Fiscal Prudence to Optimize Use	of Resources										
	SM10	Budget Utilization Rate											
FINANCE		Out-it IIIII III Du IOIII II	Obligation: Total Obligated ÷ Total COB from Subsidy	1.25%	Actual Over Target	90.00	91.42	100.00%	1.25			100.00%	1.25
FIN	SM10a	Subsidy Utilization Rate (Obligation and Disbursement), %	Disbursement : Total Disbursement ÷ Total Obligations (all net of PS Cost)	1.25%	Actual Over Target	90.00	59.21	65.79%	0.82			65.79%	0.82
	SM10b	Corporate Fund Utilization Rate (Disbursement)	Total Disbursement , Total COB from IGF (net of PS Cost)	2.50%	Actual Over Target	90.00	91.24	100.00%	2.50			100.00%	2.50

PERS		PERFORMANCE MEASURES						vs Origi	inal Targets	vs. With Request for Reconsideration			
PECTI VE		Strategic Objective (SO)/ Strategic Measure (SM)	Formula	Relative Weight	Rating System	Annual Target	Actual (Indicative)	Indicative Individual Score	Indicative Individual Rating	Adjusted	I/Revised Actual	Indicative Individual Score	Indicative Rating
	fin	Ensured Adequate Fund Sources for Su	stainability and Improve Corpora	te Liquidity									
	SM 11 Improved Collection Efficiency on Power Receivables												
NCE	SM 11a	a Current Accounts	Total Collections from Current Accounts - Total Current Accounts Receivable	5.00%	Actual Over Target	78.92%	80.24%	100.00%	5.00			100.00%	5.00
FINANCE	SM11b	Past Due Accounts	Total Collections from Past Due Accounts + Total Past Due Accounts Receivable	2.00%	Actual Over Target	11.83%	16.93%	100.00%	2.00			100.00%	2.00
	SM12	EBITDAS Margin with UCME	EBITDAS - (Total Revenue/Income)	4.00%	All or Nothing	-5.47	-10.84%						- N-
							11.57%				11.57%		
Ŧ	SO 12	Ensured Employee Productivity and Com											
GROWTH	SM13	Compliance to Quality Standards	Actual Accomplishment	5.00%	All or Nothing	Maintained Certification	Maintained Certification	100.00%	5.00			100.00%	5.00
LEARNING AND		Percentage of Employees with Required Competencies Met, %	No. Of Employees with Required Competencies Met - Total Employees	5.00%	All or Nothing	increase from 2022 competency level	4.63% increase from 2022 competency	100.00%	5.00			100.00%	5.00
LE	Subtotal: 10.00%								10.00%				10.00%
			Overall Total:	100%					81.01%				86.97%
		Overali Total: Exclusion	o of SM12: EBITDAS Margin wit UCME	96.00%							(86.97/9	(6.00) =	90.60%