

PHILIPPINE DEPOSIT INSURANCE CORPORATION (PDIC)

COMPONENT					BASELINE DATA				TARGET	
OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2019	2020	2021	2022	2023	2024	
<b>SO 1 Contribute to financial stability by helping in the strengthening of banks and ensuring crisis readiness</b>										
SM 1	Crisis Readiness through the Simulation of Financial Crisis Management Plan (FCMP)	Actual Accomplishment	5.0%	All or nothing	N/A	Board Approved Funding Plan with Integrated Communication Plan	Board-Approved Takeover Plan and Claims Settlement Plan	100%	Revised plans based on the gaps identified in the internal simulation	Revised FCMP to include Successive Bank Closure Scenario
			5.0%	All or nothing				Report on the Conduct of IFCSE (for successive bank closures) based on the revised FCMP		
<b>SO 2 Contribute to financial inclusion by raising public awareness on deposit insurance</b>										
SM 2	Percentage of Filipino Adults who are Aware of Deposit Insurance	Total adults aware of deposit insurance / Total adults surveyed	6.0%	(Actual / Target) x Weight	N/A	N/A	N/A	4/6 programs completed	6 percentage point increase in level of public awareness from 2022 survey results	5 percentage point increase in level of public awareness from 2023 survey results
<b>Sub-total</b>			<b>16.0%</b>							

SOCIO-ECONOMIC IMPACT

FINANCIALS	COMPONENT				BASELINE DATA				TARGET		
	OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2019	2020	2021	2022	2023	2024	
	<b>SO 3</b>	<b>Ensure the adequacy and sustainability of the Deposit Insurance Fund (DIF)</b>									
	SM 3	Adequate Capital against Deposit Insurance Costs	12-month average DIF / 12-month average Estimated Insured Deposits	15.0%	(Actual / Target) x Weight	6.60%	6.94%	7.57%	8.22%	5.50%	6.50%
	<b>SO 4</b>	<b>Ensure efficient budget utilization</b>									
	SM 4	Efficient Utilization of Corporate Budget	Total Disbursements / Total Board-approved Corporate Operating Budget (both net of Personnel services)	5.0%	(Actual / Target) x Weight	N/A	N/A	N/A	96.04%	90.0%	90.0%
	<b>Sub-total</b>			<b>20.0%</b>							

	COMPONENT				BASELINE DATA				TARGET		
	OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2019	2020	2021	2022	2023	2024	
CUSTOMERS / STAKEHOLDERS	<b>SO 5 Enhance customer experience at every step of the service journey with PDIC</b>										
	SM 5	Customer Satisfaction Ratings of External Customers	No. of respondents who gave a rating of at least "Agree" / Total number of respondents	8.0%	(Actual / Target) x Weight;  0% if below 80%	97.61%	89.09%	82.67%	Borrowers - 85% Depositors - 81% Member Banks - 99%	Borrowers - 90% Depositors - 90% Member Banks - 90%	90.0%
	<b>SO 6 Nurture relations with institutional stakeholders to gain greater support and cooperation</b>										
	SM 6	Improvement in the Stakeholder Affinity Score (SAS)	Actual Accomplishment	3.0%	All or Nothing	N/A	N/A	N/A	N/A	N/A	Establish the baseline
<b>Sub-total</b>			<b>11.0%</b>								
INTERNAL PROCESS	<b>SO 7 Settle valid deposits/claims of depositors in closed banks within applicable processing time</b>										
	SM 7	Settlement of Valid Insured Deposits Promptly within Applicable Turn Around Time (TAT) - For Accounts Eligible for Waived Filing with Less than	Number of valid insured deposits paid within TAT / Total number of valid insured deposits eligible for waived filing	12.5%	(Actual / Target) x Weight	100%	100%	100% of claims settled within TAT	<u>100% of claims settled within TAT</u>	100% of claims settled within TAT	100% of claims settled within TAT <sup>1</sup>

<sup>1</sup> The Turnaround Time (TAT) is based on the TAT approved by the Board for implementation in 2023 via Board Resolution No. 2022-08-115 issued on 25 August 2022.

COMPONENT				BASELINE DATA				TARGET		
OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2019	2020	2021	2022	2023	2024	
	or Equal to the Threshold Amount									
SM 8	Settlement of Valid Deposit Insurance Claims Promptly within Applicable TAT - For accounts with Requisite Filing of Claims	Number of valid deposit insurance claims settled within TAT / Total number of valid deposit insurance claims filed during field operations claims settlement (FOCS)	12.5%	(Actual / Target) x Weight	100%	100%	100% of claims settled within TAT	98.05% of claims settled within TAT	100% of claims settled within TAT	100% of claims settled within TAT <sup>2</sup>
SO 8	<b>Distribute assets to creditors and terminate liquidation of closed banks within the period prescribed by the Rules on Liquidation on Closed Banks</b>									
SM 9	Asset Distribution Plans (ADPs) of Closed Banks Filed with the Liquidation Court	Actual Accomplishment	10.0%	(Actual / Target) x Weight	34 ADPs filed	N/A	N/A	42 out of 43 ADPs	43	43

<sup>2</sup> The Turnaround Time (TAT) is based on the TAT approved by the Board for implementation in 2023 via Board Resolution No. 2022-08-115 issued on 25 August 2022.

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SM 10	Offering for of Sale Corporate Acquired Assets	Actual Accomplishment	3.0%	(Actual / Target) x Weight	N/A	N/A	N/A	N/A	N/A	250 Corporate Acquired Assets offered for sale
<b>Sub-total</b>		<b>38.0%</b>								
<b>SO 9</b>	<b>Recruit, build up and retain motivated and competent workforce</b>									
SM 11	Improvement in the Competency Level of the Organization	Actual Accomplishment	2.5%	All or Nothing	Accomplishment not acceptable	Improvement on the Competency Baseline of 68 employees with 2019 assessment	Improvement on the Competency Index Level of the Organization	Improved on the Competency Level of the Organization	Improvement on the Competency Level of the Organization based on the 2022 year end assessment	Establishment of a baseline <sup>3</sup> using the Board-approved revised Competency Framework.
			2.5%	All or Nothing	N/A					Board-approved Career Development and Management Program (CDMP)

LEARNING AND GROWTH

<sup>3</sup> The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\frac{\sum_{b=1}^B \left[ \frac{\sum_{a=1}^A (\text{Actual Competency Level})}{A} \right]}{B}$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled

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<b>SO 10</b>	<b>Build a responsive organization by securing the appropriate authorities and transforming digitally where processes and systems are compliant with international standards</b>									
SM 12	Legislative initiative/s on Strengthening of Banks and Appropriate Authorities	Actual Accomplishment	0.0%	<i>For Monitoring Purposes only</i>	N/A	N/A	N/A	N/A	N/A	Proposed legislative measure/s approved by the Board for submission to Congress
SM 13	Implementation of the Information Systems Strategic Plan (ISSP)	Actual Accomplishment	5.0%	All or Nothing per target ICT and information system	N/A	Board Approved ISSP as submitted to DICT	Completed 7 out of 9 ICT projects	4 out of 12 ICT projects	100% implementation of information and communication technology (ICT) and information systems projects based on the ISSP	100% implementation of ICT and IS projects based on the ISSP
SM 14	ISO Certification	Actual Accomplishment	5.0%	All or Nothing per target ISO - Certified process	Claims Settlement Operations (CSO), Assessment of Member Banks (AMB), Loans Management System (LMS), Real Property Disposal Process (RPD)	Passed 1st Surveillance Audit for CSO and AMB  Passed 1st surveillance audit for RPD  Attained ISO 9001:2015 Certificate for LMB and BE	Passed the surveillance audit and maintained its existing Certification on the following process: a) Assessment of Member Banks (AMB); b) Claims Settlement Operations (CSO);	100% 5 out of 5 processes maintained ISO Certification  Claims Settlement Operations (CSO) and Assessment of Member Banks (AMB) re-certified with	Maintain ISO Certification for Assessment of Member Banks (AMB), Claims Settlement Operations (CSO), Loans Management (LM), Real Property Disposal (RPD), Bank Examination (BE)	Maintain ISO Certification for Assessment of Member Banks (AMB), Claims Settlement Operations (CSO), Loans Management (LM), Real Property Disposal (RPD), Bank Examination (BE)

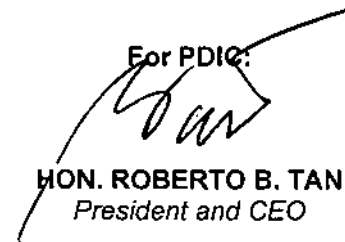
COMPONENT				BASELINE DATA				TARGET	
OBJECTIVE/MEASURE	FORMULA	WEIGHT	RATING SYSTEM	2019	2020	2021	2022	2023	2024
						c) Loans Management (LM); d) Real Property Disposal (RPD); and e) Bank Examination	ISO certification dated 25 May 2022  Real Property Disposal (RPD) recertified with ISO Certification dated.		
<b>Sub-total</b>		<b>15.0%</b>							
<b>TOTAL</b>		<b>100.0%</b>							

For GCG:



**HON. MARIUS P. CORPUS**  
*Chairperson*

For PDIC:



**HON. ROBERTO B. TAN**  
*President and CEO*