

## PHILIPPINE CROP INSURANCE CORPORATION (PCIC)

| COMPONENT              |                   |  |   |               | BASELINE DATA            |                          |                          | TARGET       |            |                                 |
|------------------------|-------------------|--|---|---------------|--------------------------|--------------------------|--------------------------|--------------|------------|---------------------------------|
|                        | OBJECTIVE/MEASURE | FORMULA  | WT  | RATING SYSTEM | 2021                     | 2022                     | 2023                     | 2024         | 2025       |                                 |
| SOCIAL IMPACT          | SO 1              | Protect Agricultural Investments by Farmers, Fisherfolk and other Agricultural Stakeholders  |   |               |                          |                          |                          |              |            |                                 |
|                        |                   | Amount of Cover (in ₱ Million)   |   |               |                          |                          |                          |              |            |                                 |
|                        | SM 1              | Non-subsidized   | Actual Accomplishment   | 10%           | (Actual/Target) x Weight | ₱110,095.00 <sup>1</sup> | ₱128,729.59 <sup>2</sup> | ₱48,379.23   | ₱68,855.70 | ₱55,924.07                      |
|                        |                   | <b>Sub-Total</b>   |   | <b>10%</b>    |                          |                          |                          |              |            |                                 |
| CUSTOMERS/STAKEHOLDERS | SO 2              | Expand the number of farmers, fisherfolk and other agricultural stakeholders insured   |   |               |                          |                          |                          |              |            |                                 |
|                        |                   | Number of Subsistence Farmers Enrolled   |   |               |                          |                          |                          |              |            |                                 |
|                        | SM 2              | a. Fully Subsidized  | Actual Accomplishment   | 15%           | (Actual/Target) x Weight | 2,458,588                | 2,704,797                | 2,810,648    | 2,717,608  | 3,162,872                       |
|                        |                   | b. Non-Subsidized  |   | 15%           |                          | 853,870 <sup>3</sup>     | 1,134,388 <sup>4</sup>   | 1,099,079    | 1,345,806  | 1,105,388                       |
|                        | SM 3              | Share of small farmers and fisherfolk with agricultural insurance to total number of farmers and fisherfolk increased (in percent) | Total number of unique farmers and fisherfolk enrolled / Total number of farmers and fisherfolk listed in RSBSA | 0%            | (Actual/Target) x Weight | 30.80%                   | 35.17%                   | Unverifiable | 40.50%     | 45.70%<br>(for monitoring only) |
|                        | <b>Sub-Total</b>  |  | <b>30%</b>  |               |                          |                          |                          |              |            |                                 |

<sup>1</sup> Fully Subsidized, Partially-Subsidized, and Non-Subsidized.

<sup>2</sup> Fully Subsidized, Partially-Subsidized, and Non-Subsidized.

<sup>3</sup> Includes Partially Subsidized.

<sup>4</sup> Includes Partially Subsidized.

| COMPONENT |                   |   |   |               | BASELINE DATA                                     |        |        | TARGET |        |       |
|-----------|-------------------|---|---|---------------|---|--------|--------|--------|--------|-------|
|           | OBJECTIVE/MEASURE | FORMULA   | WT  | RATING SYSTEM | 2021  | 2022   | 2023   | 2024   | 2025   |       |
|           | <b>SO 3</b>       | <b>Raise Satisfaction Level for Insurance Products and Services Among its Clients</b> |   |               |   |        |        |        |        |       |
|           | SM 4              | Customer Satisfaction Survey (CSS)  | Number of respondents who gave at least satisfactory rating / Total number of respondents | 5%            | (Actual/Target) x Weight<br>0% = If less than 80% | 93.01% | 87.65% | 97.49% | 92%    | 90%   |
|           |                   | <b>Sub-Total</b>  |   | <b>5%</b>     |   |        |        |        |        |       |
|           | <b>SO 4</b>       | <b>Increase Revenue</b>   |   |               |   |        |        |        |        |       |
| FINANCE   | SM 5              | a. Percentage of Utilized Government Premium Subsidy (GPS)                            | Amount of Utilized Budget / GPS Received  | 5%            | (Actual/Target) x Weight                          | 100%   | 100%   | 100%   | 100%   | 100%  |
|           |                   | b. Budget Utilization Rate (BUR)  | (Actual Disbursement – PS Cost) / (Total COB – PS Cost)                                   | 5%            | (Actual/Target) x Weight<br>0% = If less than 70% | N/A    | 79.25% | 90.14% | 90%    | 90%   |
|           | SM 6              | Return on Asset (ROA)   | Net Income / Average Assets   | 7.5%          | (Actual/Target) x Weight                          | N/A    | 1.62%  | 9.16%  | 2.23%  | 2.75% |
|           | SM 7              | Gross Margin Ratio  | Underwriting Income <sup>5</sup> / Net Premiums   | 7.5%          | (Actual/Target) x Weight                          | N/A    | N/A    | N/A    | 15.07% | 20%   |
|           |                   |   | <b>Sub-Total</b>  |               | <b>25%</b>  |        |        |        |        |       |

<sup>5</sup> Net Premiums less Direct Costs.

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| COMPONENT          |                   |   |  |               | BASELINE DATA            |        |        | TARGET  |   |   |
|--------------------|-------------------|---|--|---------------|--------------------------|--------|--------|---|---|---|
|                    | OBJECTIVE/MEASURE | FORMULA   | WT   | RATING SYSTEM | 2021                     | 2022   | 2023   | 2024  | 2025  |   |
| INTERNAL PROCESSES | SO 5              | Improve the Efficiency and Effectiveness of the Systems and Procedures for Implementing the Agricultural Insurance Programs |  |               |                          |        |        |   |   |   |
|                    | SM 8              | Percentage of systems developed under the CY 2025 component of the Information Systems Strategic Plan (ISSP)                | Number of 2025 deliverables completed / Total number of 2025 deliverables per ISSP submitted to DICT                       | 5%            | (Actual/Target) x Weight | N/A    | N/A    | 100% accomplishment of the ISSP target deliverables | 100% accomplishment of the ISSP target deliverables | 100% accomplishment of the ISSP target deliverables |
|                    | SM 9              | Percentage of complaints resolved within the prescribed timeline <sup>6</sup>   | Number of complaints resolved within the prescribed timeline / Total number of complaints received with complete documents | 5%            | (Actual/Target) x Weight | 93.68% | 94.83% | 95.59%  | 100%  | 100%  |
|                    | SM 10             | Percentage of claims processed within the prescribed timeline <sup>7</sup>  | Number of claims settled within the prescribed timeline / Total number of claims received with complete documents          | 7.5%          | (Actual/Target) x Weight | 68.77% | 87.12% | 52.04%  | 100%  | 100%  |

<sup>6</sup> Applicable processing time based on compliance with Republic Act No. 11032 or the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

<sup>7</sup> Ibid.


| COMPONENT           |   |  |                       |               | BASELINE DATA  |                     |   | TARGET  |  |   |
|---------------------|---|--|-----------------------|---------------|----------------|---------------------|---|---|--|---|
|                     | OBJECTIVE/MEASURE                                 | FORMULA  | WT                    | RATING SYSTEM | 2021           | 2022                | 2023                                      | 2024  | 2025   |   |
| INTERNAL PROCESSES  | SM 11   | Compliance to Quality Standards (ISO QMS)  | Actual Accomplishment | 5%            | All or nothing | ISO Recertification | Passed 1 <sup>st</sup> Surveillance Audit | Passed 2 <sup>nd</sup> Surveillance Audit on the provision of agricultural insurance protection | Recertification                                      | Pass the Surveillance Audit   |
|                     | <b>Sub-Total</b>                                  |  |                       | <b>22.5%</b>  |                |                     |   |   |  |   |
| LEARNING AND GROWTH | <b>SO 6 Enhance the Human Resource Management</b> |  |                       |               |                |                     |   |   |  |   |
|                     | SM 12   | Improvement on the Competency Level  | Actual Accomplishment | 2.5%          | All or nothing | 84%                 | 78.65%                                    | Established Competency Baseline   | Improvement from the established Competency Baseline | Board-approved New Competency Framework                                 |
|                     |   |  | Actual Accomplishment | 2.5%          | All or Nothing |                     |   |   |  | Establish baseline based on the Board-approved New Competency Framework |
|                     | SM 13   | Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan | Actual Accomplishment | 2.5%          | All or nothing | N/A                 | N/A                                       | N/A   | N/A  | Board-Approved Public Service Continuity Plan                           |
|                     | <b>Sub-Total</b>                                  |  |                       | <b>7.5%</b>   |                |                     |   |   |  |   |
| <b>TOTAL</b>        |   |  | <b>100%</b>           |               |                |                     |   |   |  |   |

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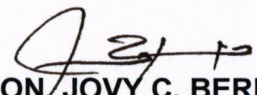
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| COMPONENT   |         |    |                |      | BASELINE DATA |      |      | TARGET   |  |
|---|---------|----|----------------|------|---------------|------|------|--|--|
| OBJECTIVE/MEASURE   | FORMULA | WT | RATING SYSTEM  | 2021 | 2022          | 2023 | 2024 | 2025   |  |
| <b>BONUS STRATEGIC MEASURE</b>  |         |    |                |      |               |      |      |  |  |
| GAD Budget Utilization  |         | 1% | All or nothing | -    | -             | -    | -    | 5% of Total COB  |  |
| ISO Certification on any of the following standards:<br>a. Environmental Management System<br>b. Business Continuity Management System (BCMS) |         | 1% | All or Nothing | -    | -             | -    | -    | a. ISO 14001:2015 Certification<br>b. ISO 22301:2019 Certification |  |

*For GCG:*

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

*For PCIC:*

  
**HON. JOVY C. BERNABE**  
*President*