AL-AMANAH ISLAMIC INVESTMENT BANK OF THE PHILIPPINES (AAIIBP)

		Component				Baseline Data			Target
		Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024
FINANCIAL	**SO 1**	**Maximize Utilization of Loanable Funds**							
	SM 1	Increased of Loan Releases	Actual Accomplishment	15%	(Actual / Target) x Weight	Measure Excluded	₱103.27 Million	₱700 Million	₱200 Million
	SO 2	**Manage Cost and Expenses**							
	SM 2	Improve Net Income After Tax	Total Revenues – Total Expenses	10%	(Actual / Target) x Weight	(₱88.81 Million)	(₱86.45 Million)	(₱24.44 Million)	₱0.60 Million
	SM 3	Efficient Utilization of Corporate Budget	Total Disbursement / Total DBM Approved Corporate Operating Budget (both net of PS)	5%	(Actual / Target) x Weight	-	74.83%	90%	90%
	SO 3	**Grow Funding Base**							
	SM 4	Increase Deposit Level	Sum of all Deposits from Private and Government Sector	10%	(Actual / Target) x Weight	₱722.51 Million	₱628.86 Million	₱1.2 Billion	₱855 Million
	SM 5	General Investment Account, Trust Waqf	Actual Accomplishment	10%	(Actual / Target) x Weight	-	-	-	₱550 Million
	SM 6	Manage Gross Past Due Rate	Gross Past Due / Total Loan Portfolio	5%	{1-[(Actual-Target) / Target] x Weight}	25.30%	29.19%	6.57%	24.89%
		Sub-total		**55%**					

		Component				Baseline Data		Target	
		Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024
CUSTOMER	**SO 4**	**Develop Islamic Products and Services**							
	SM 7	Increase Availment of Deposit Products (Islamic): PSP, Bhasit and Wakala	Total number of amounts under PSP	15%	(Actual / Target) x Weight	N/A	N/A	N/A	₱106.31 Million
	SO 5	**Customer Satisfaction**							
	SM 8	Percentage of Satisfied Customers	Number of Respondents who gave a rating of at least Very Satisfactory / Total Number of Respondents	10%	(Actual / Target) x Weight Below 80% = 0%	Non-Compliant	Accomplishment not acceptable	95%	90%
		Sub-total		**25%**					
INTERNAL PROCESS	**SO 6**	**Increased Accessibility (ATM & other distribution channels)**							
	SM 9	Increase Number of Branches with ATM Installed	Actual No. of Additional ATMs installed in branches	5%	(Actual / Target) x Weight	Measure Excluded	Excluded	6	3
	SO 7	**Implement Process Improvements (Improved TAT, Controls)**							

		Component				Baseline Data		Target	
		Objective/Measure	**Formula**	**Weight**	**Rating System**	**2021**	**2022**	**2023**	**2024**
LEARNING & GROWTH	SM 10	Percent of Transactions Processed within TAT	No. of Loan transactions processed within the prescribed period / Total number of loan applications with complete documentation	10%	(Actual / Target) x Weight If below 93% = 0%	73.20%	91.75%	100%	100%
		Sub-total		**15%**					
	SO 8	**Improve Competencies (Islamic Banking and Operations)**							
	SM 11	Improve Competencies of employees	Competency Baseline 2024 - Competency Baseline 2023[1]	5%	All or Nothing	7.66%	Improvement on the competency level of the Organization based on the 2021 year-end assessment	Improvement on the Competency Level of the Organization based on the 2022 year-end assessment	Improvement on the Competency Level of the Organization
		Sub-total		**5%**					
		Total		**100%**					

For GCG:

ATTY. MARIUS P. CORPUS
Chairperson

For AAIIBP:

ATTY. IMELDA TARHATA F. MACARAMBON
Chief Operating Officer

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[1] The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

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

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