

**NATIONAL POWER CORPORATION (NPC)
Validated 2021 Performance Scorecard**

		Component			Targets	Submission		GCG Validation		Supporting Documents	Remarks																			
Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating																						
CUSTOMERS / STAKEHOLDERS	SO 1	Provided Adequate Power Supply in Missionary Areas																												
	SM 1	Supply	\sum Plant Dependable Capacity	10.00%	Actual over Target	189.274 MW	165.669 MW	8.75%	165.669 MW	8.75%	<ul style="list-style-type: none"> Report on Small Power Utilities Group Supply (MW) C.Y. 2021 Memorandum dated 29 March 2022 (Justifications Re: CY 2021- 4th Quarter Accomplishment of SPUG) 	Details: <table border="1"> <thead> <tr> <th>SPUG AREA</th> <th>Dependable Capacity (MW)</th> </tr> </thead> <tbody> <tr> <td>Luzon</td> <td>97.21</td> </tr> <tr> <td>Visayas</td> <td>16.41</td> </tr> <tr> <td>Mindanao</td> <td>52.05</td> </tr> <tr> <td>Total</td> <td>165.67</td> </tr> </tbody> </table>	SPUG AREA	Dependable Capacity (MW)	Luzon	97.21	Visayas	16.41	Mindanao	52.05	Total	165.67								
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	Total	165.67																												
	SO 2	Contributed to the Power Supply in the Main Grids thru the Agus-Pulangi Plants																												
	SM 2	Energy Generation	Total Energy Generation	10.00%	Actual over Target	2,013.73 GWh	2,836.14 GWh	10.00%	2,836.14 GWh	10.00%	<ul style="list-style-type: none"> NPC's CY 2021 Monitoring Report for Performance Targets Mindanao Generations – Energy Generation Summary of Agus-Pulangi HEPP Forced Outage Hour from 1st to 4th Quarters 	Details: <table border="1"> <thead> <tr> <th>HEPP</th> <th>Total Actual Generation</th> </tr> </thead> <tbody> <tr> <td>Agus 1</td> <td>233.44</td> </tr> <tr> <td>Agus 2</td> <td>450.41</td> </tr> <tr> <td>Agus 4</td> <td>582.16</td> </tr> <tr> <td>Agus 5</td> <td>219.48</td> </tr> <tr> <td>Agus 6</td> <td>516.32</td> </tr> <tr> <td>Agus 7</td> <td>137.18</td> </tr> <tr> <td>Pulangi 4</td> <td>697.16</td> </tr> <tr> <td>Total (GWh)</td> <td>2,836.14</td> </tr> </tbody> </table>	HEPP	Total Actual Generation	Agus 1	233.44	Agus 2	450.41	Agus 4	582.16	Agus 5	219.48	Agus 6	516.32	Agus 7	137.18	Pulangi 4	697.16	Total (GWh)	2,836.14
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SO 3	Ensured Customer/ Stakeholder Satisfaction																													
SM 3	Percentage of Satisfied Customers	\sum No. of Satisfied Respondents + \sum No. of Respondents	5.00%	Actual Over Target <i>(If less than 80% = 0%)</i>	90%	90.16%	5.00%	90.16%	5.00%	<ul style="list-style-type: none"> National Power Corporation 2021 Customer Satisfaction Survey prepared by People Dynamics, Inc. (PDI) Ten (10) sample accomplished questionnaires 	Overall, NPC was provided with "satisfied" and "very satisfied" ratings by 90.16% (110/122 respondents) of its customers.																			
		Subtotal	25.00%				23.75%		23.75%																					

Component				Targets	Submission		GCG Validation		Supporting Documents	Remarks											
Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating													
INTERNAL PROCESS	SO 4	Provided Efficient and Reliable Power Supply in Missionary Areas																			
	SM 4	Percentage of Unexpected Power Interruption (Forced Outage Rate)	$\frac{\sum(\text{Forced Outage Hours}) + \sum(\text{Operating Hours} + \text{Forced Outage Hours})}{\text{Total Hours}}$	5.00%	Actual Over Target	0.111%	0.016%	5.00%	0.016%	5.00%	<ul style="list-style-type: none"> Report on Small Power Utilities Group Supply (MW) C.Y. 2021- FOR 	Details: <table border="1"> <thead> <tr> <th>SPUG AREA</th> <th>Average FOR (%)</th> </tr> </thead> <tbody> <tr> <td>Luzon</td> <td>0.010</td> </tr> <tr> <td>Visayas</td> <td>0.003</td> </tr> <tr> <td>Mindanao</td> <td>0.035</td> </tr> <tr> <td></td> <td>0.016</td> </tr> </tbody> </table>	SPUG AREA	Average FOR (%)	Luzon	0.010	Visayas	0.003	Mindanao	0.035	
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SM 5	Plant Operation Efficiency (Net Heat Rate)	$\frac{[\sum(\text{Diesel Fuel Consumption} \times \text{Ave Diesel Fuel Heating Value}) + \sum(\text{Bunker Fuel Consumption} \times \text{Ave Bunker Fuel Heating Value})] + \sum(\text{Net Generation})}{\text{Total Energy}}$	5.00%	Actual Over Target	10,712 BTU/kWh	10,628 BTU/kWh	5.00%	10,628 BTU/kWh	5.00%	<ul style="list-style-type: none"> Report on Small Power Utilities Group Supply (MW) C.Y. 2021 	Details: <table border="1"> <thead> <tr> <th>SPUG AREA</th> <th>Net Heat Rate (BTU/KWh)</th> </tr> </thead> <tbody> <tr> <td>Luzon</td> <td>10,567</td> </tr> <tr> <td>Visayas</td> <td>12,211</td> </tr> <tr> <td>Mindanao</td> <td>10,471</td> </tr> <tr> <td></td> <td>10,628</td> </tr> </tbody> </table>	SPUG AREA	Net Heat Rate (BTU/KWh)	Luzon	10,567	Visayas	12,211	Mindanao	10,471		10,628
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Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating													
SO 5 Increased Power Generations in Missionary Areas Pursuant to the Approved Budget																					
INTERNAL PROCESS	SM 6a	Completed Transmission Lines	Actual Completed Transmission Lines	5.00%	Actual over Target	71.30 ckt-kms	43.41 ckt-kms	4.55%	43.41 ckt.kms	3.04%	<ul style="list-style-type: none"> NPC Strategic Initiative Profile I Project Progress Report (Suspended 1 December 2020) Implementation Schedule Notice of Suspension of Work dated 22 December 2020 Request for Approval of Contract Time Suspension dated 14 December 2020 Project Inspection Report dated 15 December 2021 	Details: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Projects</th> <th>Actual (ckt-kms)</th> </tr> </thead> <tbody> <tr> <td>Roxas-Taytay 69 kV T/L Project, Sch. I- Palawan</td> <td>11.83</td> </tr> <tr> <td>Roxas-Taytay 69 kV T/L Project, Sch. I- Palawan</td> <td>31.58</td> </tr> <tr> <td>TOTAL</td> <td>43.41 ckt-kms</td> </tr> </tbody> </table>	Projects	Actual (ckt-kms)	Roxas-Taytay 69 kV T/L Project, Sch. I- Palawan	11.83	Roxas-Taytay 69 kV T/L Project, Sch. I- Palawan	31.58	TOTAL	43.41 ckt-kms	
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SM 6b	Completed Substation Facilities	Actual Completed Substations	5.00%	Actual Over Target	45.00 MVA	25.00 MVA	5.00%	25.00 MVA	2.78%	<ul style="list-style-type: none"> NPC Strategic Initiative Profile II Certificate of Project Completion for the Transfer of Existing 5MVA from Narra Substation for Expansion of Brooke's Pt. Substation Memorandum dated 8 November 2021 signed by Mr. Conrado G. Sison, Jr. Project Inspection Report dated 15 September 2021 	Details: <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Projects</th> <th>Actual (MVA)</th> </tr> </thead> <tbody> <tr> <td>Transfer of Existing 5MVA from Narra Substation for Expansion of Brooke's Pt. Substation</td> <td>5</td> </tr> <tr> <td>Transfer of Existing 10MVA Power Transformer including Supply, Erection, Installation. Test and Commissioning of New 10 MVA Mogpog Substation</td> <td>20</td> </tr> <tr> <td>Upgrading of Existing Power Transformer from 10 MVA to 20 MVA Mobo Substation</td> <td>-</td> </tr> <tr> <td>TOTAL</td> <td>25 MVA</td> </tr> </tbody> </table>	Projects	Actual (MVA)	Transfer of Existing 5MVA from Narra Substation for Expansion of Brooke's Pt. Substation	5	Transfer of Existing 10MVA Power Transformer including Supply, Erection, Installation. Test and Commissioning of New 10 MVA Mogpog Substation	20	Upgrading of Existing Power Transformer from 10 MVA to 20 MVA Mobo Substation	-	TOTAL	25 MVA
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	Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating										
INTERNAL PROCESS										<ul style="list-style-type: none"> Certificate of Completion (Provisional Acceptance) dated 28 December 2021 for the Transfer of Existing 10MVA Power Transformer including Supply, Erection, Installation. Test and Commissioning of New 10 MVA Mogpog Substation Memorandum dated 24 November 2021 signed by Mr. Conrado G. Sison, Jr. Project Inspection Report dated 24 November 2021 									
	SO 6	Contributed to Efficient Operation of Generation Assets in the Main Grids thru the Agus-Pulangi Plants																	
	SM 7	Controlled Unexpected Power Interruption (Forced Outage Hour)	Actual Forced Outage Hour	5.00%	All or Nothing	24 hrs.	21.737 hrs.	5.00%	21.737 hrs.	5.00%	<ul style="list-style-type: none"> Mindanao Generations-Agus Pulangi HEPPs (Forced Outage Hour) Summary of Agus-Pulangi HEPP Forced Outage Hour from 1st to 4th Quarters 	Validated with supporting documents.							
	SO 7	Contributed to Sustainable Hydro and Geothermal Plant Operations																	
SM 8	Percentage of Agus-Pulangi HEPPs Compliance on Ancillary Services (AS) Provision to the Main Grid	Actual Compliance Capacity + Scheduled Capacity	3.00%	Actual Over Target	90%	99.91%	3.00%	98.26%	3.00%	<ul style="list-style-type: none"> Mindanao Generation Ancillary Services Compliance for 1st to 4th Quarters of CY 2021 	Details: <table border="1"> <thead> <tr> <th></th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Scheduled Capacity (A)</td> <td>1,348,058.11 MW</td> </tr> <tr> <td>Actual Available Capacity (B)</td> <td>1,324,553.65 MW</td> </tr> <tr> <td>AS Compliance % (B/A)</td> <td>98.256%</td> </tr> </tbody> </table>		2021	Scheduled Capacity (A)	1,348,058.11 MW	Actual Available Capacity (B)	1,324,553.65 MW	AS Compliance % (B/A)	98.256%
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Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating																		
SO 9 Consolidation of Ownership of NPC Assets/Property Boundaries/Tenurial Rights																										
INTERNAL PROCESS	SM 10a	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	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	2.50%	Actual Over Target	35 lots	59 lots	2.50%	59 lots	2.50%	<ul style="list-style-type: none"> List of OMA and Non-OMA Landholdings with Certificates of Titles/Decrees and Land Registration Case Decisions and Filed Applications (per Quarter) Original Certificates of Title Petitions Deeds of Donation Transfers of Certificate of Title Assessment Form and Payment Orders Official Receipts Photocopies of Certificates of Titles/Decrees and Land Registration Case Decisions and Acknowledgement Receipts from PSALM Tax Declarations of Real Property Deed of Absolute Sale of a Portion of Registered Property 	Details: <table border="1"> <thead> <tr> <th colspan="2">OMA Lots</th> </tr> <tr> <th>Quarter</th> <th>No. of Lots</th> </tr> </thead> <tbody> <tr> <td>1st</td> <td>14</td> </tr> <tr> <td>2nd</td> <td>14</td> </tr> <tr> <td>3rd</td> <td>17</td> </tr> <tr> <td>4th</td> <td>14</td> </tr> <tr> <td>TOTAL</td> <td>59</td> </tr> </tbody> </table>	OMA Lots		Quarter	No. of Lots	1 st	14	2 nd	14	3 rd	17	4 th	14	TOTAL	59
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SM 10b	Number of Filed Applications for Titling or Tenurial Rights/ Issuance of Certificates of Titles of Unregistered/ Untitled Non-OMA Lots, Reconstructed Deeds of Donations	Actual No. of Lots with Filed Applications for Titling or Tenurial Rights/ Issuance of Certificates of Titles, and Reconstructed/ Secured Deeds of Donations	2.50%	Actual Over Target	10 lots	11 lots	2.50%	11 lots	2.50%	Details: <table border="1"> <thead> <tr> <th colspan="2">Non-OMA Lots</th> </tr> <tr> <th>Quarter</th> <th>No. of Lots</th> </tr> </thead> <tbody> <tr> <td>1st</td> <td>8</td> </tr> <tr> <td>2nd</td> <td>2</td> </tr> <tr> <td>3rd</td> <td>0</td> </tr> <tr> <td>4th</td> <td>1</td> </tr> <tr> <td>TOTAL</td> <td>11</td> </tr> </tbody> </table>	Non-OMA Lots		Quarter	No. of Lots	1 st	8	2 nd	2	3 rd	0	4 th	1	TOTAL	11		
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Subtotal		40.00%					36.30%		32.57%																	

Component				Targets	Submission		GCG Validation		Supporting Documents	Remarks														
Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating																
SO 10 Exercised Fiscal Prudence to Optimize Use of Resources																								
FINANCE	SM 11a	Fixed Cost Efficiency Ratio in the Missionary Areas	$\frac{\sum [PS + MOOE] + \sum (\text{Energy Sales})}{\sum (\text{Energy Sales})}$	5.00%	Actual Over Target	7.49 P/kWh	6.42 P/kWh	5.00%	6.42 P/kWh	5.00%	<ul style="list-style-type: none"> NPC Memorandum, re: Fixed Cost, OMA Budget Utilization and EBITDAS Margin for 4th Quarter CY 2021 dated 10 February 2021 Annex A: Summary Computation on Fixed Cost Efficiency in the Missionary Areas Other Operating Expenses (CY 2021 Actual vs Budget) SPUG Energy Sales Mix, MWh and % (January to December 2021 and 2020) 	Details: <table border="1"> <thead> <tr> <th>(In Million Pesos)</th> <th>Actual</th> </tr> </thead> <tbody> <tr> <td>Fixed Cost (A)</td> <td>2,874.22</td> </tr> <tr> <td>PS</td> <td>943.05</td> </tr> <tr> <td>MOOE</td> <td>1,931.17</td> </tr> <tr> <td>Energy Sales (B)</td> <td>447.385</td> </tr> <tr> <td>Efficiency Ratio (A/B)</td> <td>6.42</td> </tr> </tbody> </table>	(In Million Pesos)	Actual	Fixed Cost (A)	2,874.22	PS	943.05	MOOE	1,931.17	Energy Sales (B)	447.385	Efficiency Ratio (A/B)	6.42
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SM 11b	Fixed Cost Efficiency Ratio in the Main Grids Hydro Plants (Agus-Pulangi)	$\frac{\sum [PS + MOOE] + \sum (\text{Energy Sales})}{\sum (\text{Energy Sales})}$	5.00%	Actual Over Target	0.58P/kWh	0.29 P/kWh	5.00%	0.29 P/kWh	5.00%	<ul style="list-style-type: none"> NPC Memorandum, re: Fixed Cost, OMA Budget Utilization and EBITDAS Margin for 4th Quarter CY 2021 dated 10 February 2021 Annex B: Summary Computation on Fixed Cost Efficiency in the Main Grid – Agus/Pulangi Annex B-1/C-2: Production Cost for the period ending 31 Dec 2021 	Details: <table border="1"> <thead> <tr> <th>(In Million Pesos)</th> <th>Actual</th> </tr> </thead> <tbody> <tr> <td>Fixed Cost (A)</td> <td>780.44</td> </tr> <tr> <td>PS</td> <td>452.16</td> </tr> <tr> <td>MOOE</td> <td>328.28</td> </tr> <tr> <td>Energy Sales (B)</td> <td>2,692.20</td> </tr> <tr> <td>Efficiency Ratio (A/B)</td> <td>0.29</td> </tr> </tbody> </table>	(In Million Pesos)	Actual	Fixed Cost (A)	780.44	PS	452.16	MOOE	328.28	Energy Sales (B)	2,692.20	Efficiency Ratio (A/B)	0.29	
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FINANCE	SM 12	OMA Budget Utilization Efficiency Ratio	$\frac{\sum (\text{Miscellaneous OMA Budget}) + \sum (\text{Energy Sales})}{\text{Total OMA Budget}}$	5.00%	Actual Over Target	0.14 P/kWh	0.08 P/kWh	5.00%	0.08 P/kWh	5.00%	<ul style="list-style-type: none"> NPC Memorandum, re: Fixed Cost, OMA Budget Utilization and EBITDAS Margin for 4th Quarter CY 2021 dated 10 February 2021 Annex C: Summary Computation on OMA Budget Utilization Efficiency Annex C-1: Budget Utilization Report – OMA Support as of 31 Dec 2021 	Details: <table border="1"> <thead> <tr> <th>(In Million Pesos)</th> <th>Actual</th> </tr> </thead> <tbody> <tr> <td>OMA Budget Utilization (A)</td> <td>204.15</td> </tr> <tr> <td>PS</td> <td>130.11</td> </tr> <tr> <td>MOOE</td> <td>74.04</td> </tr> <tr> <td>Energy Sales (B)</td> <td>2,692.20</td> </tr> <tr> <td>Efficiency Ratio (A/B)</td> <td>0.08</td> </tr> </tbody> </table>	(In Million Pesos)	Actual	OMA Budget Utilization (A)	204.15	PS	130.11	MOOE	74.04	Energy Sales (B)	2,692.20	Efficiency Ratio (A/B)	0.08
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SO 11	Ensured Adequate Fund Sources for Sustainability and Improve Corporate Liquidity																							
	SM 13	Improved Collection Efficiency	$\frac{\text{Total Collections} + \text{Total Accounts Receivable}}{\text{Total Accounts Receivable}}$	5.00%	Actual Over Target	52.42%	53.39%	5.00%	53.39%	5.00%	<ul style="list-style-type: none"> CY 2021 Monitoring Report For Performance Targets as of 31 December 2021 Collection Efficiency for Power Receivables as of 31 December 2021 Power Receivables and Collection Efficiency as of 31 December 2021 List of Customers with Restructured Accounts/ Special Payment Scheme as of 31 December 2021 List of Customers with Prompt Payment Discount for the month of December 2021 	Details: <table border="1"> <thead> <tr> <th>(In Billion Pesos)</th> <th>Actual</th> </tr> </thead> <tbody> <tr> <td>Total Accounts Receivable (A)</td> <td>3,389,066,204.35</td> </tr> <tr> <td>Total Collections (B)</td> <td>1,809,520,336.53</td> </tr> <tr> <td>Efficiency Ratio (B/A)</td> <td>53.39%</td> </tr> </tbody> </table>	(In Billion Pesos)	Actual	Total Accounts Receivable (A)	3,389,066,204.35	Total Collections (B)	1,809,520,336.53	Efficiency Ratio (B/A)	53.39%				
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		Component				Targets	Submission		GCG Validation		Supporting Documents	Remarks																																		
Objective/Measure	Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating																																						
FINANCE	SM 14	EBITDAS Margin with UCME	EBITDAS + (Total Revenue/Income)	5.00%	Actual Over Target	9.50%	10.13%	5.00%	16.17%	5.00%	<ul style="list-style-type: none"> NPC Memorandum, re: Fixed Cost, OMA Budget Utilization and EBITDAS Margin for 4th Quarter CY 2021 dated 10 February 2021 CY 2021 EBITDAS Margin with UCME SPUG/ Watershed Net Utility Revenue As of 4th Qtr CY 2021 Interest Income/Other Income 9SPUG Portion) Detailed Other Operating Expense (OOPEX) – Missionary Areas 2021 COA Audited FS 	Detailed computation is as follows: <table border="1"> <thead> <tr> <th>(In Million Pesos)</th> <th>COA Actual</th> </tr> </thead> <tbody> <tr> <td>Net Utility Revenue (NUR)</td> <td>18,377.60</td> </tr> <tr> <td>Less: Operating Expenses</td> <td>(9,816.00)</td> </tr> <tr> <td>Net Operating Income/Loss</td> <td>8,561.60</td> </tr> <tr> <td>Less: Interest Expenses</td> <td>(2.01)</td> </tr> <tr> <td>NOI after Finance Charges</td> <td>8,559.59</td> </tr> <tr> <td>Add: Interest Income / Other Income</td> <td>2,162.77</td> </tr> <tr> <td>Less: Other Expenses</td> <td>(9,333.52)</td> </tr> <tr> <td>Net Income Before Income Tax and NG Subsidy</td> <td>1,388.84</td> </tr> <tr> <td>Less: Income Tax</td> <td>(384.78)</td> </tr> <tr> <td>Net Income Before NG Subsidy</td> <td>1,004.06</td> </tr> <tr> <td>Add: NG Subsidy</td> <td>1,210.29</td> </tr> <tr> <td>Net Income After NG Subsidy and Income Tax</td> <td>2,214.35</td> </tr> <tr> <td>Add/(Deduct): Interest Expense, Taxes, Dep'n/ (NG Subsidy)</td> <td>1,107.34</td> </tr> <tr> <td>EBITDAS</td> <td>3,321.69</td> </tr> <tr> <td>Total Revenue (NUR) & Interest Income/Other Income</td> <td>20,540.37</td> </tr> <tr> <td>EBITDAS MARGIN (EBITDAS over Total Revenue & Int. Income/Other Income)</td> <td>16.17%</td> </tr> </tbody> </table>	(In Million Pesos)	COA Actual	Net Utility Revenue (NUR)	18,377.60	Less: Operating Expenses	(9,816.00)	Net Operating Income/Loss	8,561.60	Less: Interest Expenses	(2.01)	NOI after Finance Charges	8,559.59	Add: Interest Income / Other Income	2,162.77	Less: Other Expenses	(9,333.52)	Net Income Before Income Tax and NG Subsidy	1,388.84	Less: Income Tax	(384.78)	Net Income Before NG Subsidy	1,004.06	Add: NG Subsidy	1,210.29	Net Income After NG Subsidy and Income Tax	2,214.35	Add/(Deduct): Interest Expense, Taxes, Dep'n/ (NG Subsidy)	1,107.34	EBITDAS	3,321.69	Total Revenue (NUR) & Interest Income/Other Income	20,540.37	EBITDAS MARGIN (EBITDAS over Total Revenue & Int. Income/Other Income)	16.17%
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LEARNING AND GROWTH	SO 12	Ensured Employee Productivity and Competency																																												
	SM 15	Compliance with Quality Standards	Actual Accomplishment	5.00%	All or Nothing	Maintain Certification	Maintained Certification	5.00%	Maintained Certification	5.00%	<ul style="list-style-type: none"> TUV Rheinland 2nd Follow-up Audit Report issued on 21 March 2021 ISO Certificate No. 011001835820 dated 21 March 2021 with Annexes 	NPC successfully passed the 2 nd Follow Up (Remote) Audit conducted by the TUV Rheinland on 10-12 March 2021 which resulted to the maintenance of NPC's existing ISO Certification.																																		

Component					Targets	Submission		GCG Validation		Supporting Documents	Remarks	
Objective/Measure		Formula	Weight	Rating System	2021	Actual	Rating	Actual	Rating			
LEARNING AND GROWTH	SM 16	Percentage of Employees with Required Competencies Met	No. of Employees with Required Competencies met over Total Employees	5.00%	Actual Over Target	8% increase from the 2020 Competency Level	9.98% increase	5.00%	7.57% increase from 2020 Competency Level	4.73%	<ul style="list-style-type: none"> 2021 NPC Employee Competency Report Report on Separation CY 2021 SMV of Plantilla and Non-Plantilla Personnel as of December 31, 2021 	For 2021, 144 additional employees met the required competencies for their positions. With forty-three (43) separated (previously classified as competent), the total competent NPC employees as of 2021 is 1,021. Thus, the validated competency level in 2021 is 57.46% (1,021 out of 1,777). This translates to 7.57% increase from the 2020 competency level of 49.89% (920 out of 1,844).
	SM 17	Operation of Human Resource Information System (HRIS)	Number of Employees On-Boarded over Total Number of Employees	2.00%	All or Nothing	100%	37.31%	0.00%	37.31%	0.00%	<ul style="list-style-type: none"> Human Resource Information System User Log in Report as of 31 December 2021 	As validated, a total of 713 out of 1,911 (or 37.31%) employees on-boarded into the HRIS.
	Subtotal			12.00%				10%		9.73%		
TOTAL			100.00%				95.05%		91.05%			