

FOOD TERMINAL, INC. (FTI)

Component				Baseline		2024		2025 Target		
Objective/Measure	Formula	Wt.	Rating System	2022	2023	Target	4 th Quarter Tentative			
STAKEHOLDERS	SO 1	Infrastructure Excellence								
		Number of Regional Food Terminals (RFTs) Established and Kadiwa Stores Provided with Supply								
	SM 1	a. Number of Regional Food Terminals (RFTs) Established	Actual Number of Operational RFTs with all systems in place, including Cold Storage, Trading Mechanisms, and Stakeholder Integration	10%	Actual over Target	0	0	4	RFT Cebu – 86.99% RFT Lingayen – 99.75%	2 Operational RFTs (RFT Cebu and RFT Lingayen)
			Actual Number of RFTs with Progress Rate Aligned with Work Plan	20%	Actual over Target					2 RFTs with Work Progress Completed as Scheduled (RFT Valenzuela and RFT Taguig/ Mega Chiller/Mega Kadiwa)
	b. Number of Kadiwa Stores Provided with Supply	Cumulative Number of Kadiwa Stores Provided with Supply as of 2025 Yearend	10%	Actual over Target	N/A	N/A	N/A	17	50	

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SO 2	Stakeholder and Community Engagement								
SM 2	Percentage of Satisfied Customers	Number of respondents who gave <i>at least</i> a Satisfactory rating ÷ Total number of respondents	10%	Actual over Target 0% = If less than 80%	85.71%	99.60%	90%	For ARTA validation	90%
	Sub-total		50%						
SO 3	Market Expansion								
SM 3	Total Operating Revenues	Business Income + Service Income + RFT Operating Income	15%	Actual over Target	N/A	N/A	N/A	₱424.52 Million	₱ 718.679 Million
SM 4	Budget Utilization Rate (BUR)	Actual Disbursement ÷ (Total MOOE and Capital Outlay as per COB)	10%	Actual over Target	39.95%	29.90%	90%	56%	90%
	Sub-total		25%						

FINANCIAL

Component				Baseline		2024		2025 Target		
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INTERNAL PROCESS	SO 4 Quality Assurance									
	SM 5	Percentage of Transactions Processed Within Applicable Turnaround Time	Number of transactions resolved within the prescribed timeline ÷ Total number of transactions	5%	Actual over Target	N/A	N/A	100%	156 Gate Pass – 100% resolved within the prescribed turnaround time 299 request form – 94% resolved within prescribed timeline; 3% resolved over the prescribed timeline and 3% are still pending.	100%
	Occupancy Rate of FTI Property									
	SM 6	a. Existing Leases	Total leased area + Total target leasable area	0%	For monitoring purposes only	N/A	N/A	74.63%	Existing Leases – 5% over Target	100% of 14.59 hectares
		b. New Business Leases				N/A	N/A	74.63%	New Business Area – 40% MCS- 5% RCV – 0/8	100% of 0.831 hectares
Sub-total			5%							

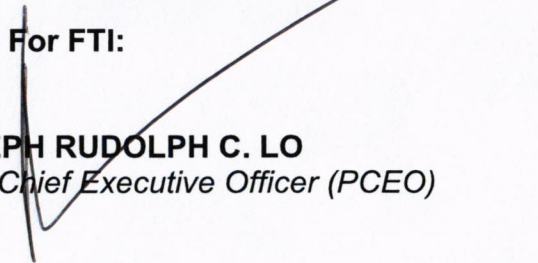
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LEARNING AND GROWTH	SO 5 Supply Chain Optimization									
	SM 7	Percentage of Information Systems Strategic Plan (ISSP) Projects Completed On-Time	Actual Accomplishment	5%	All or Nothing	N/A	N/A	N/A	Wizard Accounting System is 90% complete	Submission of the Board approved ISSP submitted to DICT
	SM 8	Compliance with Quality Standard ISO QMS	Actual Accomplishment	5%	All or Nothing	No ISO Certification	ISO Certified (Provision of Leased Properties)	ISO 9001:2015 Certified	Passed 1 st Surveillance Audit	Pass 2 nd ISO 9001:2015 Surveillance Audit
	SM 9	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	N/A	N/A	N/A	N/A	Board-Approved Public Service Continuity Plan (PSCP)

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SM 10	Percentage of Employees Meeting Required Competencies	Actual Accomplishment	2.5%	All or Nothing	Failed to Establish Baseline	Failed to Establish Baseline	Establish Baseline	1. Completed observation and assessment for competency form for self-rating and rated by immediate supervisor 2. Completed rolled out the Competency Assessment Form to the Official, employees and Personnel 3. Completed Training Needs Assessment Report	Board Approved Competency Framework
		No. of Plantilla Employees Meeting Required Competencies ÷ Total Filles Plantilla by Year end	2.5%						Establish Baseline
		Sub-total	20%						
		TOTAL	100%						

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BONUS MEASURES								
GAD Budget Utilization	Budget Utilization for GAD / Total Board Approved COB	1%	All or Nothing	N/A	N/A	N/A		5%
ISO Certification on Environmental Management System or Business Continuity Management	Actual Accomplishment	1%	All or Nothing	N/A	N/A	N/A		ISO 14001:2015 or ISO 22301:2019 Certification
	Subtotal	2%						

For GCG:

ATTY. BRIAN KEITH F. HOSAKA
Commissioner

For FTI:

HON. JOSEPH RUDOLPH C. LO
Acting President and Chief Executive Officer (PCEO)