

NATIONAL HOME MORTGAGE FINANCE CORPORATION (NHMFC)

		COMPONENT				BASELINE DATA				TARGET	
OBJECTIVES / MEASURES		FORMULA	WEIGHT	RATING SYSTEM		2019	2020	2021	2022	2023	2024
SOCIAL IMPACT	SO 1	Increase the Availability of Affordable Housing by Sustaining the Liquidity of the Housing Sector through the Strengthening of the Secondary Mortgage Market									
	SM 1	Number of Bond Issuance	Actual Accomplishment	15%	Creation of Asset Pool 4% Engagement of Third Parties 2% Submission of the Securitization Plan to SEC 2% Approval of the Securitization plan by the SEC 2% Issuance of Bond 5%	One (1) Bond Issuance	One (1) Bond Issuance (BALAI Bonds 2)	<u>No Bond Issuance</u>	One (1) Bond Issuance	One (1) Bond Issuance	One (1) Bond Issuance
	SM 2	Value of Funds Provided to Originators	Total amount of housing receivables purchased from originators	15%	(Actual/Target) x Weight	₱2.186 Billion	₱1.102 Billion	₱1.10 Billion	₱1.66 Billion	₱1.8 Billion	₱2.10 Billion
	Sub-total			30%							
FINANCE	SO 2	Maintain Profitability and Ensure Financial Sustainability of NHMFC Operations									
	SM 3	Net Income Before National Government (NG) Subsidy	Total Income (Net of NG Subsidy) – Total Expenses	10%	(Actual / Target) x Weight	₱480.20 Million	₱19.46 Million	₱220.56 Million	₱209.66 Million	₱67 Million	₱336.92 Million




COMPONENT				BASELINE DATA				TARGET		
OBJECTIVES / MEASURES	FORMULA	WEIGHT	RATING SYSTEM	2019	2020	2021	2022	2023	2024	
SM 4	Improve Collection Efficiency Rate (CER)									
SM 4a	Current Account / Housing Loan Receivables Purchase Program (HLRPP) CER	Cumulative Collection (Principal + Interest) / Cumulative Billing (Principal + Interest)	7%	(Actual / Target) x Weight	N/A	N/A	52.51%	52.07%	88%	88%
SM 4b	Non-Current Account / Unified Home Lending Program (UHLP) CER		3%	(Actual / Target) x Weight	N/A	N/A			50%	52%
SM 5	Reduction of Non-Performing Assets (NPAs)	Absolute Value	10%	(Actual / Target) x Weight	N/A	N/A	₱82.86 Million Reduction in NPAs	₱88.96 Million	₱100 Million Reduction in NPAs	₱100 Million Reduction in NPAs
SM 6	Budget Rate Utilization	Total Disbursement / DBM approved Corporate Operating Budget (both net of PS Cost)	5%	(Actual / Target) x Weight	N/A	N/A	N/A	79.85%	90%	90%
					N/A	N/A	N/A	92.42%	90%	
					N/A	N/A	N/A	73.79%	90%	
Sub-total			35%							

		COMPONENT				BASELINE DATA				TARGET	
OBJECTIVES / MEASURES		FORMULA	WEIGHT	RATING SYSTEM	2019	2020	2021	2022	2023	2024	
STAKEHOLDERS	SO 3	Generate Feedback and Address Concerns of NHMFC's Stakeholders									
	SM 7	Percentage of Satisfied Customers	Number of Individual Customers who gave a Rating of at least Satisfactory / Total Number of Respondents	10%	(Actual / Target) x Weight If less than 80% = 0%	95%	85.1% (Individual Customers) 87.5% (Originators)	78% (Individual Customers) 93% (Originators)	100% (Individual Customers) 100% (Originators)	90%	90%
	Sub-total			10%							
	SO 4	Streamline Policies and Procedures for Core Processes									
INTERNAL PROCESS	SM 8	Percentage of Application for the Provision of Housing Finance Processed within Applicable Turnaround Time	Number of applications for housing finance processed within prescribed turnaround time / Total number of applications	10%	(Actual / Target) x Weight	99%	97.93% Applications Processed within 11 Working Days	1,052 out of 1,059 were processed within applicable time Twenty (20) working days for HLRPP 4 Accounts	100% applications processed within eleven (11) working day for HLRPP 1 & 2 100% of applications processed within the prescribed turnaround time	100% of applications processed within the prescribed turnaround time	
	SM 9	Attain Certification of Quality Management System	Actual Accomplishment	5%	All or Nothing	ISO 9001:2015 Recertified	ISO 9001:2015 Certificate Maintained	ISO 9001:2015 Recertification and Third-Party Readiness Certification to ISO 27001:2013	Retained ISO 9001:2015 Certification	Retain ISO 9001:2015 certification	Retain ISO 9001:2015 certification

COMPONENT					BASELINE DATA				TARGET	
OBJECTIVES / MEASURES		FORMULA	WEIGHT	RATING SYSTEM	2019	2020	2021	2022	2023	2024
SM 10	Percentage of Completion of the ISSP	Actual Accomplishment	5%	(Actual / Target) x Weight	100% Completed	67% Attainment of 2020 Deliverables	2 systems were completed in 2021	100% attainment of 2022 deliverables (based on DICT)	100% attainment of 2023 deliverables (based on DICT endorsed / approved ISSP 2021-2023)	100% attainment of 2024 deliverables (based on DICT endorsed / approved ISSP 2024-2026)
Sub-total			20%							
LEARNING & GROWTH	SO 5	Provide Quality Public Service by Enhancing Employee Competencies and Ensuring Consistent Quality of Service Delivery								
	SM 11	Improved Competency Level of the Organization	Competency Baseline ¹ 2024 – Competency Baseline 2023	5%	All or Nothing	95.54%	Competency Baseline of the Organization Improved	0.021 increase in competency level	0.0318 increase in the Competency Baseline of the Organization	Improvement in the Competency Baseline of the Organization
Sub-total			5%							
TOTAL			100%							

For GCG:



HON. MARIUS P. CORPUS
Chairperson

For NHMFC:



HON. RENATO L. TOBIAS
President and CEO

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:

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

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