

NATIONAL POWER CORPORATION (NPC)

Charter Statement and Strategy Map



VISION: By 2030, become the leading corporation providing equitable access to reliable, clean, and affordable electricity through renewable energy, resilient infrastructure, and innovations, contributing to total electrification and sustainable development.

MISSION :

National Power Corporation is committed to:

- Provide reliable power generation and its associated power delivery systems, and adopt renewable and indigenous sources of energy;
- Ensure total electrification of missionary areas and encourage private sector participation;
- Protect and rehabilitate its watersheds and ensure safe dam operations;
- Operate efficiently the Agus and Pulangi hydroelectric power plants; and
- Adopt disaster-resilient systems, innovations, and inclusive governance responsive to customer needs while ensuring financial sustainability.

CORE VALUES:

- Professionalism
- Integrity
- Service
- Innovation

SOCIAL IMPACT/
CUSTOMER/
STAKEHOLDER

Contributed to the Power Supply and Total Electrification in Missionary Areas

Contributed to the Power Supply in the Main Grids thru the Agus-Pulangi Plants

Ensured Customer/ Stakeholder Satisfaction

INTERNAL PROCESS

Provided Efficient and Reliable Power Supply in Missionary Areas

Adopted the Use of Renewable Energy in Missionary Areas

Contributed to Efficient Operation of Generation Assets in the Main Grids thru the Agus-Pulangi Plants

Protected and Rehabilitated Watersheds to Support Sustainable Hydro and Geothermal Plant Operations

Ensured the Structural and Operational Safety of Dams

Continually Improved Business Process

FINANCIAL

Exercised Fiscal Prudence to Optimize Use of Resources

Ensured Adequate Fund Sources for Sustainability and Improve Corporate Liquidity

LEARNING & GROWTH

Ensured Employee Productivity and Competency

Strengthened Disaster Resilience

Themes:

OPERATIONAL EFFICIENCY

GOOD GOVERNANCE

NATIONAL POWER CORPORATION (NPC)

Component					Baseline		Targets		
	Objective/Measure	Formula	Wt.	Rating System	2022	2023	2024	2025	
SOCIAL IMPACT CUSTOMERS / STAKEHOLDERS	SO 1	Contributed to the Power Supply and Total Electrification in Missionary/ Off-Grid Areas							
	SM 1	Energy Sales – SPUG Plants	Total Energy Sales	13%	(Actual / Target) x Weight	N/A	N/A	495.935 GWh	552.181 GWh
	SO 2	Contributed to the Power Supply in the Main Grids thru the Agus-Pulangi Plants							
	SM 2	Energy Generation	Total Energy Generation	15%	(Actual / Target) x Weight	3,929.12 GWh	4,115.50 GWh	3,455.69 GWh	4,101.32 GWh
	SO 3	Ensured Customer/ Stakeholder Satisfaction							
	SM 3	Customer Satisfaction Survey (CSS)	No. of Satisfied Respondents over Total No. of Respondents	5%	(Actual / Target) x Weight (0% = less than 80%)	92.65%	92.74%	90%	90% ¹
	Subtotal			33%					
INTERNAL PROCESS	SO 4	Provided Efficient and Reliable Power Supply in Missionary Areas							
	SM 4	Percentage of Unexpected Power Interruption (Forced Outage Rate)	$\frac{\sum(\text{Forced Outage Hours})}{\sum(\text{Operating Hours} + \text{Forced Outage Hours})}$	5%	(Actual / Target) x Weight	0.011%	0.02%	0.111%	0.111%
	SM 5a	Completed Substation Facilities	Actual Completed Substations	5%	(Actual / Target) x Weight	20 MVA	Not Accomplished	45 MVA	35 MVA
	SM 5b	Completed Distribution Lines	Actual Completed Distribution Lines	5%	(Actual / Target) x Weight	N/A	40.17 ckt. kms.	63.43 ckt. kms.	29.50 ckt. kms.

¹ Based on GCG-ARTA Joint Memorandum Circular No. 01, s. 2023. Covers external customers only.

	Component				Baseline		Targets		
	Objective/Measure	Formula	Wt.	Rating System	2022	2023	2024	2025	
INTERNAL PROCESS	SO 5	Adopted the Use of Renewable Energy in Missionary Areas							
	SM 6	Completed Renewable Energy (RE) Hybridization Projects	Actual Completed RE Hybrid Projects	7%	(Actual / Target) x Weight	Not Accomplished	Not Accomplished	2,802 kWp	2,681 kWp
	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%	(Actual / Target) x Weight	21.58 hrs.	23.84 hrs.	24 hrs.	24 hrs.
	SO 7	Rehabilitated and Protected Watersheds to Support Sustainable Hydro and Geothermal Plant Operations							
	SM 8	Hectares of Open Areas Rehabilitated	Actual Areas Rehabilitated	5%	(Actual / Target) x Weight	N/A	N/A	925.00 has	620.00 has
	SO 8	Ensured the Structural and Operational Safety of Dams							
	SM 9	Percentage of Maintenance Requirements of Dams and Other Non-Power Components Completed	Actual No. of Maintenance Activities Implemented over Target No. of Maintenance Activities	5%	(Actual / Target) x Weight	92.31% 12 activities completed (7 for Luzon and 5 for Mindanao) out of 13 activities	100% 14 activities implemented (8 for Luzon and 6 for Mindanao)	100% [Based on the 13 planned maintenance activities (6 for Luzon and 7 for Mindanao)]	100% [Based on the 10 planned maintenance activities (6 for Luzon and 4 for Mindanao)]
	SO 9	Continually Improved Business Process							
	SM 10	Compliance to Quality Standards	Actual Accomplishment	5%	All or Nothing	Maintained Certification	Maintained Certification	Maintained Certification	Maintained Certification

Component					Baseline		Targets		
	Objective/Measure	Formula	Wt.	Rating System	2022	2023	2024	2025	
INTERNAL PROCESS	SM 11	Percentage of Implementation of Information System Strategic Plan (ISPP)	Actual Accomplishment	1.5%	All or Nothing	N/A	N/A	N/A	Board-approved ISSP CY 2025 to 2027, as submitted to the DICT
			Total Number of IS Deliverables Attained in 2025 over Total Number of IS Deliverables Due for 2025 ²	1.5%	(Actual/Target) x Weight	N/A	N/A	N/A	100% attainment of 2025 Deliverables
	Subtotal			45%					
FINANCIAL	SO 10	Exercised Fiscal Prudence to Optimize Use of Resources							
	SM 12	Budget Utilization Rate							
	SM 12a	Subsidy Utilization Rate (Obligation and Disbursement)	Obligation: Total Obligated Subsidy over Total COB from Subsidy	1.5%	(Actual / Target) x Weight	90.21%	74.50%	90%	90%
			Disbursement: Total Disbursement over Total Obligations (all net of PS Cost)	1.5%	(Actual / Target) x Weight	81.09%	52.06%	90%	90%
SM 12b	Corporate Fund Utilization Rate (Disbursement)	Total Disbursement from IGF over Total COB from IGF (net of PS Cost)	2%	(Actual / Target) x Weight	70.21%	91.73%	90%	90%	

² Deliverables refers to systems/applications.

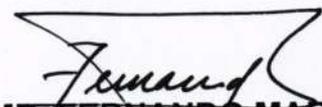
Component					Baseline		Targets		
	Objective/Measure	Formula	Wt.	Rating System	2022	2023	2024	2025	
FINANCIAL	SO 11	Ensured Adequate Fund Sources for Sustainability and Improve Corporate Liquidity							
	SM 13	Improved Collection Efficiency on Power Receivables							
	SM 13a	Current Accounts	Total Collections from Current Accounts over Total Current Power Receivable	5%	(Actual / Target) x Weight	N/A	68.81%	80.00%	82%
	SM 13b	Past Due Accounts	Total Collections from Past Due Accounts over Total Past Due Accounts Receivable	2%	(Actual / Target) x Weight	N/A	22.90%	12.00%	24%
	Subtotal			12%					
LEARNING AND GROWTH	SO 12	Strengthened Disaster Resilience							
	SM 14	Development and Implementation of Disaster Risk and Management (DRRM) Plan	Actual Accomplishment	5%	Actual Accomplishment	N/A	N/A	N/A	Board-Approved Public Service Continuity Plan (PSCP)
	SO 13	Ensured Employee Productivity and Competency							
	SM 15	Percentage of Employees with Required Competencies Met	Total number of employees with required competencies met over Total number of employees	5%	(Actual / Target) x Weight	65.37% (7.91% increase from 2021 competency level)	73.28% (7.91% Increase from 2022 Competency Level)	Increase from 2023 Competency Level	Increase from 2024 Competency Level
Subtotal			10%						
TOTAL			100%						

BONUS STRATEGIC MEASURES AND TARGETS								
Component					Baseline		Targets	
	Objective/Measure	Formula	Wt.	Rating System	2022	2023	2024	2025
FINANCIAL	GAD Budget Utilization Rate	Total GAD-related Disbursements / Total COB	1%	All or Nothing	N/A	N/A	N/A	5% of Total Budget
	ISO Certification on any of the following standards:							
INTERNAL PROCESS	Environmental Management System Certification	Actual Accomplishment	1%	All or Nothing	N/A	N/A	N/A	ISO 14001:2015 Certification
	Business Continuity Management System (BCMS)	Actual Accomplishment		All or Nothing	N/A	N/A	N/A	ISO 22301:2019 Certification

For GCG:


ATTY. BRIAN KEITH F. HOSAKA
 Commissioner

For NPC:


MR. FERNANDO MARTIN Y. ROXAS
 President and Chief Executive Officer