

NATIONAL POWER CORPORATION (NPC)
Validation Result of the 2023 Performance Scorecard

Component					Targets	Submission		GCG Validation		Supporting Documents	Remarks																			
Objective/Measure	Formula	Wt.	Rating System	2023	Actual	Rating	Actual	Rating																						
CUSTOMERS / STAKEHOLDERS	SO 1	Provided Adequate Power Supply in Missionary Areas																												
	SM 1	Supply	Σ Plant Dependable Capacity	13.00%	Actual over Target	181.945 MW	186.018 MW	13%	186.018 MW	13%	<ul style="list-style-type: none">SPUG Plant Performance – Supply (MW) for CY 2023 dated 26 January 2024Quarterly Reports on SPUG Plant Performance – Supply (MW) for CY 2023 dated 20 April 2023, 21 July 2023, and 23 October 2023	Details: <table><tr><th>SPUG</th><th>SUPPLY (MW)</th></tr><tr><td>Luzon</td><td>102.428</td></tr><tr><td>Visayas</td><td>21.889</td></tr><tr><td>Mindanao</td><td>61.701</td></tr><tr><td>TOTAL</td><td>186.018</td></tr></table>	SPUG	SUPPLY (MW)	Luzon	102.428	Visayas	21.889	Mindanao	61.701	TOTAL	186.018								
	SPUG	SUPPLY (MW)																												
	Luzon	102.428																												
	Visayas	21.889																												
	Mindanao	61.701																												
	TOTAL	186.018																												
	SO 2	Contributed to the Power Supply in the Main Grids thru the Agus-Pulangi Plants																												
	SM 2	Energy Generation	Total Energy Generation	12.00%	Actual over Target	3,096.96 GWh	4,115.50 GWh	12%	4,115.50 GWh	12%	<ul style="list-style-type: none">Report on Mindanao Generation - Energy Generation (26 December 2022 – 25 December 2023)Quarterly Reports on Mindanao Generation - Energy GenerationCY 2023 Agus-Pulangi HEPPs Actual Monthly Energy GenerationFactors Leading to Excess GenerationSample Data of January Daily Generation	Details: <table><tr><th>HEPPs</th><th>GENERATION (GWh)</th></tr><tr><td>Agus I</td><td>352.28</td></tr><tr><td>Agus II</td><td>535.25</td></tr><tr><td>Agus IV</td><td>866.19</td></tr><tr><td>Agus V</td><td>272.05</td></tr><tr><td>Agus VI</td><td>988.11</td></tr><tr><td>Agus VII</td><td>221.35</td></tr><tr><td>Pulangi IV</td><td>880.27</td></tr><tr><td>TOTAL</td><td>4,115.50</td></tr></table>	HEPPs	GENERATION (GWh)	Agus I	352.28	Agus II	535.25	Agus IV	866.19	Agus V	272.05	Agus VI	988.11	Agus VII	221.35	Pulangi IV	880.27	TOTAL	4,115.50
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Objective/Measure		Formula	Wt.	Rating System	2023	Actual	Rating	Actual	Rating																		
INTERNAL PROCESS	SO 3	Ensured Customer/ Stakeholder Satisfaction																									
	SM 3	Percentage of Satisfied Customers	$\frac{\sum \text{No. of Satisfied Respondents}}{\sum \text{No. of Respondents}}$	5.00%	Actual over Target (If less than 80% = 0%)	90%	92.74%	5%	92.74%	5%	<ul style="list-style-type: none">ARTA Harmonized Client Satisfaction Measurement (CSM) Result of GOCCs dated 31 May 2024	<p>The result is based on the responses of clients availing external services only.</p> <p>The CSM score refers to the percentage of respondents who rated 'Agree' and 'Strongly Agree' for Service Quality Dimension 0: "I am satisfied with the service that I availed".</p>															
		Subtotal		30.00%				30%		30%																	
INTERNAL PROCESS	SO 4	Provided Efficient and Reliable Power Supply in Missionary Areas																									
	SM 4	Percentage of Unexpected Power Interruption (Forced Outage Rate)	$\frac{\sum (\text{Forced Outage Hours})}{\sum (\text{Operating Hours} + \text{Forced Outage Hours})}$	5.00%	Actual over Target	0.111%	0.021%	5%	0.020%	5%	<ul style="list-style-type: none">SPUG Plant Performance – Forced Outage Rate (FOR)Quarterly Reports on SPUG Plant Performance – FORMemorandum on Formula of FOR dated 30 May 2024	<div>Details:<table><tr><th>SPUG</th><th>RATED CAPACITY (MW)</th><th>FOR (%)</th></tr><tr><td>Luzon</td><td>130.213</td><td>0.029</td></tr><tr><td>Visayas</td><td>27.273</td><td>0.005</td></tr><tr><td>Mindanao</td><td>85.692</td><td>0.013</td></tr><tr><td>TOTAL</td><td>243.178</td><td>0.020</td></tr></table></div>	SPUG	RATED CAPACITY (MW)	FOR (%)	Luzon	130.213	0.029	Visayas	27.273	0.005	Mindanao	85.692	0.013	TOTAL	243.178	0.020
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Objective/Measure	Formula	Wt.	Rating System	2023	Actual	Rating	Actual	Rating																					
SO 5	Sustained System Reliability and Power Quality and Supported Load Growth																												
SM 5a	Completed Transmission Lines	Actual Completed Transmission Lines	5.00%	Actual over Target	51.10 ckt-kms	1.20 ckt-kms	0.12%	21.20 ckt-kms	2.07%	<ul style="list-style-type: none">NPC CY 2023 Monitoring ReportNPC Notes on Monitoring ReportCertificate of Project Completion for Tap-Uson T/L Project dated 09 October 2023As Built Structure ListMemorandum re Alimanguan Junction to San Vicente Palawan T/L ProjectLetter to CAAP re Re-route of Tie-LineTie Line for New Jolo DPP Chronology of EventsNotice of Suspension of Work dated 21 November 2022	<div>The detailed breakdown is as follows:</div> <table><tr><th>TRANSMISSION LINE (T/L) PROJECTS (ckt-kms)</th><th>2022-23 GAA TARGET</th><th>TOTAL ACTUAL</th></tr><tr><td>TOTAL</td><td>51.10</td><td>21.20</td></tr><tr><td>San Miguel-Viga 69 kV T/L Project</td><td>23.00</td><td>20.00</td></tr><tr><td>Tap-Uson (Mobo-Cataingan 69 kV T/L Project)</td><td>1.10</td><td>1.20</td></tr><tr><td>Alimanguan-San Vicente 69 kV Tie Line (Palawan)</td><td>20.00</td><td>-</td></tr><tr><td>Construction of 7.0 ckt-kms Jolo Tie Line (Sulu)</td><td>7.00</td><td>-</td></tr></table>	TRANSMISSION LINE (T/L) PROJECTS (ckt-kms)	2022-23 GAA TARGET	TOTAL ACTUAL	TOTAL	51.10	21.20	San Miguel-Viga 69 kV T/L Project	23.00	20.00	Tap-Uson (Mobo-Cataingan 69 kV T/L Project)	1.10	1.20	Alimanguan-San Vicente 69 kV Tie Line (Palawan)	20.00	-	Construction of 7.0 ckt-kms Jolo Tie Line (Sulu)	7.00	-
TRANSMISSION LINE (T/L) PROJECTS (ckt-kms)	2022-23 GAA TARGET	TOTAL ACTUAL																											
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Construction of 7.0 ckt-kms Jolo Tie Line (Sulu)	7.00	-																											
SM 5b	Completed Substation Facilities	Actual Completed Substations	5.00%	Actual over Target	25 MVA	5 MVA	1%	Not accomplished	0%	<ul style="list-style-type: none">NPC CY 2023 Monitoring ReportNPC Notes on CY 2023 Monitoring Report for Performance TargetsPost-Qualification Report dated 07 December 2022Notice of Award dated 22 December 2022Letter to DOE dated 22 February 2024 re NPC 2024-2028 MEP	Validated with supporting documents.																		

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Component					Targets	Submission		GCG Validation		Supporting Documents	Remarks																				
Objective/Measure		Formula	Wt.	Rating System	2023	Actual	Rating	Actual	Rating																						
INTERNAL PROCESS	SM 5c	Completed Distribution Line	Actual Completed Distribution Line	5.00%	Actual over Target	42.55 ckt-kms	39.99 ckt-kms	4.70%	40.17 ckt-kms	4.72%	<ul style="list-style-type: none">NPC CY 2023 Monitoring ReportNPC Notes on CY 2023 Monitoring Report for Performance TargetsCertificate of Project CompletionField Change NoticeCertificates of Completion	Validated with supporting documents.																			
	SO 6	Adopted the Use of Renewable Energy in Missionary Areas																													
	SM 6	Completed Renewable Energy (RE) Hybridization Projects	Actual Completed RE Hybrid Projects	7%	Actual over Target	650 kWp	235 kWp	2.24%	Not accomplished	0%	<ul style="list-style-type: none">Executive Progress ReportNotice of Award, Notice to Proceed & Chronology of EventsJustification of Targeted, with Executive Progress Report as of 31 December 2023	Validated with supporting documents.																			
	SO 7	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 over Target	24 hrs.	23.394 hrs.	5%	23.84 hrs.	5%	<ul style="list-style-type: none">Mindanao Generation – Forced Outage Hour (FOH) for 26 December 2022 – 25 December 2023Quarterly Reports on Mindanao Generation – FOHBoard Resolution No. 2023-03 dated 11 December 2023Board Resolution No. 2023-04 dated 11 December 2023	The following is the FOH summary for each HEPPs: <table><tr><th>HEPPs</th><th>FOH</th></tr><tr><td>Agus I</td><td>19.000</td></tr><tr><td>Agus II</td><td>108.417</td></tr><tr><td>Agus IV</td><td>53.766</td></tr><tr><td>Agus V</td><td>2.300</td></tr><tr><td>Agus VI</td><td>168.933</td></tr><tr><td>Agus VII</td><td>50.293</td></tr><tr><td>Pulangi IV</td><td>74.016</td></tr><tr><td>TOTAL</td><td>476.725</td></tr><tr><td>AVERAGE FOH</td><td>23.84</td></tr></table>	HEPPs	FOH	Agus I	19.000	Agus II	108.417	Agus IV	53.766	Agus V	2.300	Agus VI	168.933	Agus VII	50.293	Pulangi IV	74.016	TOTAL	476.725	AVERAGE FOH
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Objective/Measure	Formula	Wt.	Rating System	2023	Actual	Rating	Actual	Rating				
	SO 8	Ensured the Structural and Operational Safety of Dams to Mitigate Flooding in the Downstream Communities										
INTERNAL PROCESS	SM 8	Percentage of Maintenance Requirements of Dams and Other Non-Power Components Completed	Actual No. of Maintenance Activities Implemented ÷ Target No. of Maintenance Activities	5%	Actual over Target	100% [based on the 14 planned maintenance activities (8 in Luzon and 6 in Mindanao)]	100% (14 planned maintenance activities implemented, 8 in Luzon and 6 in Mindanao)	5%	(14 planned maintenance activities implemented, 8 in Luzon and 6 in Mindanao)	5%	<ul style="list-style-type: none">• 2023 Quarterly Flood Forecasting and Warning System (FWSS) Division Maintenance Report• Warning Station Maintenance Forms• Telemetry Stations Maintenance Forms• 1st and 2nd Semi-Annual Inspection/ Assessment Reports 2023• Safety Review and Assessment Reports• Inspection/ Activity Reports• Clearing Works Reports• 1st and 2nd Semester Deformation Survey Reports 2023• Rim/ Landslide Mapping Reports• Certificates of Completion• End User Final Acceptance Certificates	NPC completed 14 (8 in Luzon and 6 in Mindanao) out of 14 activities, or 100% completion of the total planned maintenance activities.

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Component				Targets	Submission		GCG Validation		Supporting Documents	Remarks															
Objective/Measure	Formula	Wt.	Rating System	2023	Actual	Rating	Actual	Rating																	
	SO 9	Consolidation of Ownership of NPC Assets/Property Boundaries/Tenurial Rights																							
INTERNAL PROCESS	SM 9a	Number of Transferred Certificates of Titles/Decrees and Land Registration Case (LRC) Decisions under OMA to PSALM, Filed Applications/ Petitions/ Complaints for Tilting and Issued/ Secured Certificates of Titles/ Decrees of Unregistered/ Untitled Lots	Actual No. of Lots with Transferred Certificates of Titles/ Decrees/ LRC Decisions under OMA to PSALM, Lots with Filed Applications/ Petitions/ Complaints for Titling and Issued/ Secured Certificates of Titles/ Decrees under OMA Properties	4.50%	Actual over Target	70 lots	81 lots	4.50%	81 lots	4.50%	<ul style="list-style-type: none">• Original Certificates of Title• Applications for Registration of Land Title• Letters to PSALM re Turn-Over of TCTs, Decisions and Certificates of Finality of Decided Land Registration Cases• Complaints for Judicial Partition, Issuance of Separate NPC Title, and Cancellation of Land Title• Petitions for Issuance of a New Owner's Duplicate Copy of TCT• Land Registration Authority Memoranda• DENR Land Management Bureau Memoranda re Approved Special Patent	<div>Details:</div> <table><tr><th>Quarter</th><th>OMA Lots</th></tr><tr><td>1st</td><td>20</td></tr><tr><td>2nd</td><td>17</td></tr><tr><td>3rd</td><td>21</td></tr><tr><td>4th</td><td>23</td></tr><tr><td>TOTAL</td><td>81</td></tr></table>		Quarter	OMA Lots	1st	20	2nd	17	3rd	21	4th	23	TOTAL	81
	Quarter	OMA Lots																							
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Component						Targets	Submission		GCG Validation		Supporting Documents	Remarks												
Objective/Measure			Formula	Wt.	Rating System	2023	Actual	Rating	Actual	Rating														
	SM 9b	Number of Filed Applications for Titling or Tenurial Rights, Issued/ Secured Certificates of Titles/ Tenurial Documents, Usufruct Agreements and Reconstructed/ Secured Deeds of Donations of Unregistered/ Untitled Non-OMA Lots	Actual No. of Lots with Filed Applications for Titling/ Tenurial Rights, Issued/ Secured Certificates of Titles/ Tenurial Documents, Usufruct Agreements and Reconstructed/ Secured Deeds of Donations of Unregistered Non-OMA Lots	2.5%	Actual over Target	30 lots	30 lots	2.50%	30 lots	2.50%	<ul style="list-style-type: none">• Deeds of Donation• Complaints for Judicial Partition• Approved Special Land Use Permits (SLUPs)• Transfer Certificates of Title (TCT)• Special Use Agreement in Protected Areas (SAPA) Applications• Forest Land use Agreement (FLAG) Applications• Deeds of Usufruct• Application for Segregation / Issuance of Separate NPC Title	Details: <table><tr><th>Quarter</th><th>Non-OMA Lots</th></tr><tr><td>1st</td><td>8</td></tr><tr><td>2nd</td><td>7</td></tr><tr><td>3rd</td><td>2</td></tr><tr><td>4th</td><td>13</td></tr><tr><td>TOTAL</td><td>30</td></tr></table>	Quarter	Non-OMA Lots	1st	8	2nd	7	3rd	2	4th	13	TOTAL	30
													Quarter	Non-OMA Lots										
													1st	8										
													2nd	7										
													3rd	2										
4th	13																							
TOTAL	30																							
		Subtotal		44%				30.06%		28.79%														
FINANCE	SO 10	Exercised Fiscal Prudence to Optimize Use of Resources																						
	SM 10	Budget Utilization Rate																						
	SM 10a	Subsidy Utilization Rate (Obligation and Disbursement)	Obligation: Total Obligated Subsidy ÷ Total COB from Subsidy	1.25%	Actual over Target	90%	91.42%	1.25%	74.50%	1.03%	<ul style="list-style-type: none">• 2023 COA Statement of Comparison of Budget and Actual Amounts (SCBAA)• NPC report re 2023 Exercised Fiscal Prudence to Optimize Use of Resources (NG Subsidy)• Summary of Obligation – current & prior years	Detailed as follows:												
													SUBSIDY FROM NG											
2023 Subsidy ^[a]												₱4,049,360,000.00												
	2023 Actual Obligated Subsidy ^[b]	3,016,932,753.91																						
	Obligation ^[c= b/a]	74.50%																						

Component					Targets	Submission		GCG Validation		Supporting Documents	Remarks									
Objective/Measure		Formula	Wt.	Rating System	2023	Actual	Rating	Actual	Rating											
										<ul style="list-style-type: none">Details of SARO Disbursement 2023NG Subsidy project line upProject ContractsInstructions on deferred or cancelled projectsDBM letter re Notice of Cash AllocationList of due and demandable accounts payable for fuel2023 Corporate Fund Utilization Rate (Disbursement)Budget Utilization Report for CY 2023 as submitted to ICRS Secretariat	Detailed as follows: <table><tr><th></th><th>SUBSIDY FROM NG</th></tr><tr><td>2023 Actual Obligated Subsidy ^[a]</td><td>₱3,016,932,753.91</td></tr><tr><td>2023 Actual Disbursement ^[b]</td><td>1,570,547,251.00</td></tr><tr><td>Disbursement ^[c= b/a]</td><td>52.06%</td></tr></table>		SUBSIDY FROM NG	2023 Actual Obligated Subsidy ^[a]	₱3,016,932,753.91	2023 Actual Disbursement ^[b]	1,570,547,251.00	Disbursement ^[c= b/a]	52.06%	
		SUBSIDY FROM NG																		
	2023 Actual Obligated Subsidy ^[a]	₱3,016,932,753.91																		
2023 Actual Disbursement ^[b]	1,570,547,251.00																			
Disbursement ^[c= b/a]	52.06%																			
SM 10b	Corporate Fund Utilization Rate (Disbursement)	<div>Total Disbursement from IGF ÷ Total COB from IGF</div> <div>(net of PS Cost)</div>	2.50%	Actual over Target	90%	91.24%	2.50%	91.73%	2.50%	Detailed as follows: <table><tr><th>IN ₱ (Net of PS Cost)</th><th>CORPORATE FUND</th></tr><tr><td>2023 COB from IGF ^[a]</td><td>30,950,261,045</td></tr><tr><td>2023 Actual Disbursement from IGF ^[b]</td><td>28,391,797,134</td></tr><tr><td>BUR ^[c= b/a]</td><td>91.73%</td></tr></table>	IN ₱ (Net of PS Cost)	CORPORATE FUND	2023 COB from IGF ^[a]	30,950,261,045	2023 Actual Disbursement from IGF ^[b]	28,391,797,134	BUR ^[c= b/a]	91.73%		
IN ₱ (Net of PS Cost)	CORPORATE FUND																			
2023 COB from IGF ^[a]	30,950,261,045																			
2023 Actual Disbursement from IGF ^[b]	28,391,797,134																			
BUR ^[c= b/a]	91.73%																			
SO 11	Ensured Adequate Fund Sources for Sustainability and Improve Corporate Liquidity																			
SM 11	Improved Collection Efficiency on Power Receivables																			
	SM 11a	Current Accounts	Total Collections from Current Accounts ÷ Total Current Accounts Receivable	5%	Actual over Target	78.92%	80.24%	5%	68.81%	4.36%	<ul style="list-style-type: none">Improved Collection Efficiency on Power Receivables – Current Accounts Actual (Recomputed)Power Receivables and Collection Efficiency as of 31 December 2023Schedule of Power Bill CollectionsSchedule of Receipts/ Transactions	Details:								
												<table><tr><th>PARTICULARS</th><th>AMOUNT (BILLION ₱)</th></tr><tr><td>Total current receivables ^[a]</td><td>3.148</td></tr><tr><td>Total collections ^[b]</td><td>2.166</td></tr><tr><td>Collection Efficiency ^[c= b/a]</td><td>68.81%</td></tr></table>	PARTICULARS	AMOUNT (BILLION ₱)	Total current receivables ^[a]	3.148	Total collections ^[b]	2.166	Collection Efficiency ^[c= b/a]	68.81%
PARTICULARS	AMOUNT (BILLION ₱)																			
Total current receivables ^[a]	3.148																			
Total collections ^[b]	2.166																			
Collection Efficiency ^[c= b/a]	68.81%																			

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Objective/Measure		Formula	Wt.	Rating System	2023	Actual	Rating	Actual	Rating											
FINANCE	SM 11b	Past Due Accounts	Total Collections from Past Due Accounts ÷ Total Past Due Accounts Receivable	2%	Actual over Target	11.83%	16.93%	2%	22.90%	2%	<ul style="list-style-type: none">• CY 2023 Monitoring Report for Performance Targets• Power Receivables and Collection Efficiency for Past Due Accounts as of 31 December 2023 (Revised)• Schedule of Net Overdue Power Receivables and Receipts 2023	Details: <table><tr><th>PARTICULARS</th><th>AMOUNT (BILLION ₱)</th></tr><tr><td>Total past due receivables ^[a]</td><td>1.326</td></tr><tr><td>Total collections ^[b]</td><td>0.303</td></tr><tr><td>Collection Efficiency ^[c= b/a]</td><td>22.90%</td></tr></table>	PARTICULARS	AMOUNT (BILLION ₱)	Total past due receivables ^[a]	1.326	Total collections ^[b]	0.303	Collection Efficiency ^[c= b/a]	22.90%
	PARTICULARS	AMOUNT (BILLION ₱)																		
	Total past due receivables ^[a]	1.326																		
Total collections ^[b]	0.303																			
Collection Efficiency ^[c= b/a]	22.90%																			
SM 12	EBITDAS Margin with UCME	EBITDAS ÷ (Total Revenue/ Income)	4%	All or Nothing	-5.47%	-10.84%	0%	-19.41%	0%	<ul style="list-style-type: none">• SM12 – Justification for Exclusion• CY 2023 EBITDAS Margin with UCME• NPC SPUG CY2023 Actual vs Projected Fuel Cost & Volume• NPC SPUG Fuel Variance Analysis 2023 vs 2022, for the period ending 31 December 2023• NPC SPUG FY2023 EBITDAS Margin, with Quarterly Breakdown• Memorandum dated 08 April 2024 re CY 2023 Actual EBITDAS Margin• NPC CAG: NPP & QTP Projected UCME Subsidy CY2023• FY2023 COA-Received Financial Statements	Detailed as follows: <table><tr><th>(in million ₱)</th><th>Actual</th></tr><tr><td>EBITDAS ^[a]</td><td>-2,365.38</td></tr><tr><td>Total Revenue/ Income ^[b]</td><td>12,187.51</td></tr><tr><td>EBITDAS Margin ^[c= a/b]</td><td>-19.41%</td></tr></table>	(in million ₱)	Actual	EBITDAS ^[a]	-2,365.38	Total Revenue/ Income ^[b]	12,187.51	EBITDAS Margin ^[c= a/b]	-19.41%	
(in million ₱)	Actual																			
EBITDAS ^[a]	-2,365.38																			
Total Revenue/ Income ^[b]	12,187.51																			
EBITDAS Margin ^[c= a/b]	-19.41%																			
	Subtotal		16%				-		10.61%											

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Component					Targets	Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure	Formula	Wt.	Rating System	2023	Actual	Rating	Actual	Rating			
LEARNING AND GROWTH	SO 12	Ensured Employee Productivity and Competency									
	SM 13	Compliance to Quality Standards	Actual Accomplishment	5%	All or Nothing	Maintain Certification	Maintained Certification	5%	Maintained Certification	5%	<ul style="list-style-type: none">Certification International Philippines, Inc. (CIP) 1st Surveillance Audit Report <p>NPC continues to maintain its ISO 9001:2015 Certification after successfully passing the 1st Surveillance Audit conducted by Certification International Philippines, Inc. (CIP) on 25 to 31 July 2023.</p> <p>NPC's ISO Certification is valid until 01 September 2025 with <i>Missionary Electrification, Operation and Maintenance of Undisposed Assets, Watershed Management, Dams Management, and Administrative Support to Operations</i> as scope.</p>
	SM 14	Percentage of Employees with Required Competencies Met	No. of Employees with Required Competencies Met ÷ Total Employees	5%	All or Nothing	Increase from 2022 Competency Level	4.63% Increase from 2022 Competency Level	5%	7.91% Increase from 2022 Competency Level	5%	<ul style="list-style-type: none">NPC Report on Percentage of Employees with Required Competencies Met as of 31 December 2023NPC Staffing Summary as of 4h Quarter of 2023 as submitted through the ICRS.Quarterly Summary Report and Individual Rating SheetsNPC CY 2023 Competency Database <p>The validated competency level of NPC for 2023 is 73.28% (1,182 out of 1,613). This translates to a 7.91% increase from the 2022 competency level of 65.37%.</p>
		Subtotal		10%				10%		10%	
		TOTAL		100%						79.40%	

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Annex A Reviewed and Certified Correct by:

SIGNATURE REDACTED
JAENA M. ROSAL
Director III
Corporate Governance Office C

SIGNATURE REDACTED
ATTY. MARICOR E. LACAMBACAL
Director IV
Corporate Governance Office C