

2025 PERFORMANCE SCORECARD (ANNEX B)

POWER SECTOR ASSETS AND LIABILITIES MANAGEMENT CORPORATION (PSALM)

	Component			Baseline			Targets		
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025	
FINANCIAL	SO 1	Reduced Financial Obligations (FO)							
	SM 1	Amount of Net Reduction in FO	FO Previous Year's FO - Current Year's FO	20%	(Actual over Target) x Weight	25.982 Billion	50.989 Billion	13.790 Billion	23.019 Billion
	SO 2	Ensured Resilient Financial Performance							
	SM 2	Collection Efficiency (CE) for Current Power Sales	Collections from Current Power Sales over Current Power Sales	10%	(Actual over Target) x Weight	94.60%	93.35%	94%	94%
	SM 3	Amount of Delinquent/Overdue Accounts Collected	Σ Actual Collection	5%	(Actual over Target) x Weight	1.36 Billion	1.618 Billion	1.77 Billion	1.62 Billion
	SM 4	Universal Charge (UC) Collection Efficiency from Collecting Entities (CEs)	Σ UC Actual Remittance over Σ Total UC Collection	5%	(Actual over Target) x Weight	99.98%	99.98%	98.00%	99%
	SM 5	Budget Utilization Rate	Σ Total Actual Disbursements over Approved COB for CO and MOOE	5%	(Actual over Target) x Weight	91.51%	86.67%	90%	90%
	Subtotal			45%					

2025 PERFORMANCE SCORECARD

CUSTOMERS / STAKEHOLDERS	Component			Baseline			Targets	
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025
	SO 3	Implemented Fair and Transparent Privatization Program						
SM 6	No. of Power Assets Successfully Privatized	Actual Accomplishment	10%	All or Nothing	Submitted Monitoring Report on 796.46 MW CBK HEPPs & 165 MW Casecnan HEPP	Excluded	<ul style="list-style-type: none"> • Turnover Sale - 165 MW Casecnan HEPPs • 796.64 MW Execution of Transaction Documents - Caliraya-Botocan-Kalayaan (CBK) HEPPs • Commencement of Sale - 200.00 MW Mindanao Coal-Fired Thermal Power Plant 	Closing of the Bidding of the 796.66 MW CBK HEPPs
SM 7	No. of Lots Disposed under Strategic Plan	Actual Accomplishment	10%	(Actual over Target) x Weight	70 Lots	14 Lots	463 Lots	127 Lots
SO 4	Improved Customers' Relation and Access to Equitable Services							
SM 8	Average Efficiency Rating (ER) on Pre-filed Application of Duly Executed and Notarized Contracts for the Supply of Electric Energy (CSEEs) with Energy Regulatory Commission (ERC)	Total Number of Applications pre-filed within 15 days from the Commencement of Implementation of CSEE over Total Number of CSEEs Applications	5%	(Actual over Target) x Weight	100% 22 Duly Executed and Notarized CSEEs and LOAs Pre-filed with ERC within 60 days	100% 34 Duly Executed and Notarized CSEEs and LOAs Pre-filed with ERC within 60 days	100%	100% Pre-filed Applications with ERC within 15 Days



2025 PERFORMANCE SCORECARD

Component				Baseline			Targets		
	Objective/Measure		Formula	Weight	Rating System	2022	2023	2024	2025
CUSTOMERS / STAKEHOLDERS	SM 9	Percentage of Satisfied Customers	Total number of Satisfied Respondents over Total Number of Respondents	5%	(Actual over Target) x Weight <i>if less than 80% = 0%</i>	98.95% Satisfied Customers	92.20% Satisfied Customers	90% Satisfied Customers	90% ¹ Satisfied Customers
	Subtotal			30%					
INTERNAL PROCESS	SO 5	Implemented Viable Asset Management Plan							
	SM 10	Management and Development of Remaining Assets	Actual Accomplishment	5%	(Actual over Target) x Weight	N/A	N/A	N/A	(a) Board-approved Feasibility Study for Diliman Property Development (b) Board-approved Real Estate Assets Management Policy
	SO 6	Sustained Effective and Efficient Risk-based Financial and Operational Management System							
	SM 11	Compliance to Quality Standards	Actual Accomplishment	10%	All or Nothing	ISO 9001:2015 Recertification	ISO 9001:2015 Surveillance Audit Passed (1st Phase)	ISO 9001:2015 Surveillance Audit Passed (2nd Phase)	ISO 9001:2015 Recertification
	Subtotal			15%					

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



2025 PERFORMANCE SCORECARD

	Component			Baseline			Targets	
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024	2025
LEARNING AND GROWTH	SO 7	Reduced/Mitigated Vulnerability to Disaster Risk						
	SM 12	Development and Implementation of Disaster Risk Reduction Management (DRRM) Plan	Actual Accomplishment	5%	All or Nothing	N/A	N/A	N/A
								Board-Approved Public Service Continuity Plan (PSCP)
	SO 8	Enhanced GEDSI-Responsive Competency of Employees						
	SM 13	Percentage of Employees with Required Competencies Met	Competency Level 2025 – Competency Level 2024; Where Competency Level = Total Number of Employees with Required Competencies Met / Total Number of Employee	5%	All or Nothing	97.53%	87.57%	Increase from 2023 Baseline Competency
								(a) Board-approved revised Competency Based Human Resource Framework (CBHRF) (b) Re-establish baseline based on the revised CBHRF
			Subtotal	10%				
			TOTAL	100%				



2025 PERFORMANCE SCORECARD

BONUS STRATEGIC MEASURES AND TARGETS								
Component					Baseline		Targets	
	Objective/Measure	Formula	Wt.	Rating System	2022	2023	2024	2025
FINANCIAL	GAD Budget Utilization Rate	$\frac{\Sigma \text{ Total Actual Disbursement over Total COB}}{\text{Total COB}}$	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. GERALDINE MARIE BERBERABE-MARTINEZ
Commissioner

For PSALM:



MR. DENNIS EDWARD A. DELA SERNA
President and Chief Executive Officer