

MAHARLIKA INVESTMENT CORPORATION (MIC)



Component					Target	
	Objective/Measure		Formula	Weight	Rating System	2025
FINANCE	SO 1	Achieve Optimal Risk-Adjusted Returns				
	SM 1	Gross Returns from Capital Deployed	<div>Gross Returns = Investment Income(A) + Capital Gains (B) + Management fees(C)</div> <div>where</div> <div><ul style="list-style-type: none">○ A = Investment Income (i.e., dividends, interest received, distributions, etc.)○ B = Capital Gains○ C = management fees and incentives received by MIC including carried interest○ </div>	15%	(Actual / Target) x Weight	₱1.777 Billion
	SM 2	Net Returns from Capital Deployed	<div>Net Returns = (Investment Income (A) + Capital Gains (B) + Management fees(C)) – All Operating Expenses (E)</div> <div><ul style="list-style-type: none">○ E = All operating Expenses, transaction fees and taxes</div>	15%	(Actual / Target) x Weight	₱1.013 Billion
	SM 3	Net Returns from Capital Base	<div>Net Returns = (Investment Income (A) + Capital Gains (B) + Management fees(C) + Interest Income (D)) – All Operating Expenses</div> <div><ul style="list-style-type: none">○ D = Interest from banks and government securities</div>	10%	(Actual / Target) x Weight	₱4.088 Billion



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	SO 2	Maximize Capital for Investment				
	SM 4	Capital Deployment	<div>$\frac{\text{Capital Deployed in Approved Investments}}{\text{Capital Deployment Target}}$<div>where approved investments = approved by the MIC Board and signed by the counterpart</div></div>	20%	(Actual / Target) x Weight	₱34.943 Billion
		Sub-total		60%		
	SO 3	Maximize Socioeconomic Impact				



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SOCIAL IMPACT	SM 5	Economic performance of investments compared against target economic internal rate of return (EIRR) *EIRR is the discount rate that makes the net present value of all economic and social flows equal to 0, considering both financial and socioeconomic benefits & costs.	<i>Financially Closed Investments with EIRR \geq 10%</i> where <i>all financially closed investments = approved by the MIC Board, signed by the counterpart, and deployed investments</i>	5%	All or Nothing	100%
		Sub-total		5%		
STAKEHOLDER	SO 4	Be the Trusted and Preferred Partner				
	SM 6	a. Establishment of Citizen Charter	Actual Accomplishment	5%	All or Nothing	Board-Approved MIC Citizens Charter
		b. Establishment of Guidelines for Customer Satisfaction Survey	Actual Accomplishment	5%	All or Nothing	Board-Approved Guidelines for the Conduct of Customer Satisfaction Survey

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	Sub-total		10%			
INTERNAL PROCESS	SO 5	Utilize Technology to Increase Operational Efficiency				
	SM 7	Submission of Information and Communication Technology (ICT) Roadmap as defined in the Four-year Information Systems Strategic Plan (ISSP)	Actual Accomplishment	5%	All or Nothing	Board-Approved ISSP as submitted to DICT
	SO 6	Uphold the Highest Standards of Governance				
	SM 8	Efficient Utilization of Corporate Operating Budget (COB)	Total Disbursement / Board-approved Corporate Operating Budget (both net of PS Cost)	5%	(Actual / Target) x Weight	90%
	SM 9	a. Establishment of the International Organization for Standardization (ISO) Readiness Plan	Actual Accomplishment	2.5%	All or Nothing	Board-Approved ISO Readiness Plan
		b. Establishment of a Quality Management System (QMS)	Actual Accomplishment	2.5%	All or Nothing	Board-Approved QMS Manual



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	SO 7	Ensure Compliance with Sustainability Framework				
	SM 10	a. Completion of a Sustainability framework for MIC Investments	Actual Accomplishment	3%	All or Nothing	Board-Approved MIC Sustainability Framework for MIC Investments
		b. Development of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	2%	All or Nothing	Board-Approved Public Service Continuity Plan (PSCP)
		Subtotal		20%		


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LEARNING AND GROWTH	SO 8	Build and Sustain a World-class Organization				
	SM 11	Development of Competency Framework	Actual Accomplishment	5%	All or Nothing	Board-Approved Competency Framework/ Model with the following: 1. Competency Catalogue 2. Competency Framework 3. Competency Tables 4. Competency Matrix 5. Position profiles 6. Competency based Job Description
		Sub-total		5%		
		TOTAL		100%		
	BONUS STRATEGIC MEASURE:					
	GAD Budget Utilization			1%	All or Nothing	5% of Total COB
	ISO Certification on any of the following standards: a. Environmental Management System Certification b. Business Continuity Management System			1%	All or Nothing	ISO 14001:2015 Certification / Recertification ISO 22301:2019 Certification

For GCG:



ATTY. BRIAN KEITH F. HOSAKA
Commissioner

For MIC:



ATTY. PAUL T. SALANGA
Chief Legal Officer and General Counsel



HON. RAFAEL D. CONSING, JR.
President and CEO (PCEO)