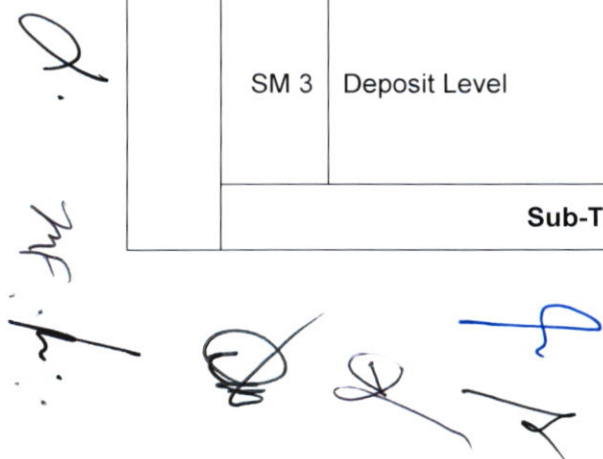


AL-AMANAH ISLAMIC INVESTMENT BANK OF THE PHILIPPINES

Component					Baseline Data				Target
	Objective/Measure	Weight	Rating Scale	2012	2013	2014	2015	2016	
Financial	SO 1 Maximize Utilization of Loanable Funds								
	SM 1	Amount of Outstanding Loans	20%	Actual outstanding loans / Target amount of outstanding loans x Weight	₱127.22 Mn	₱215.69 Mn	₱188.53 Mn	₱210.00 Mn	₱240.00 Mn
	SO 2 Manage Cost and Expenses								
	SM 2	Amount of Net Interest Revenue	10%	Actual net interest revenue / Target amount of net interest revenue x Weight	₱12.97 Mn	₱16.39 Mn	₱18.26 Mn	₱17.51 Mn	₱17.85 Mn
	SO 3 Grow Funding Base								
	SM 3	Deposit Level	20%	Actual o/s deposits / Target amount of o/s deposits x Weight	₱223.91 Mn	₱244.47 Mn	₱294.07 Mn	₱330.00 Mn	₱300.00 Mn
	Sub-Total Weight		50%						



Component				Baseline Data				Target	
	Objective/Measure	Weight	Rating Scale	2012	2013	2014	2015	2016	
Customers	SO 4	Develop Islamic Products and Services							
	SM 4	Increase in the Number of Accounts for the New Products							
	4a	Deposit Products (Islamic)	2.5%	Actual no. of accounts / Target no. of accounts x Weight	n/a	n/a	n/a	50	70
	4b	Financing Products (Islamic)	2.5%		n/a	n/a	n/a	5	10
	SO 5	Attract New Accounts							
	SM 5	Number of Deposit Accounts (Conventional and Islamic)	10%	Actual no. of accounts / Target no. of accounts x Weight	4,356	4,407	5,233	10% increase from the no. of existing accounts beginning (net of DSWD accounts)	!0% increase from the no. of existing accounts beginning (net of DSWD accounts)
		No. of DSWD Accounts			1,044	81	2,017	3,538	3,538
		No. Accounts net of DSWD Accounts			3,312	4,326	3,216	322	355
	SO 6	Customer Satisfaction							
	SM 6	Satisfactory Customer Rating	10%	if > 90% = 10% score if <90% but > 80 = 5% score if <80%= 0% score	n/a	94.54%	n/a	90.00%	90.00%
	Sub-Total Weight	25%							

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Component					Baseline Data				Target
	Objective/Measure	Weight	Rating Scale	2012	2013	2014	2015	2016	
Internal Business	SO 7	Implement Process Improvements (Improved TAT, Controls)							
	SM 7	Percent of Transactions Processed Within TAT (60 Banking Days)	10%	No. of transactions processed within TAT / Total no. of transactions processed x Weight	n/a	92.86%	100.00%	90.00%	90.00% (55 Banking Days)
	Sub-Total Weight		10%						
Learning and Growth	SO 8	Acquire Technical Expertise and Improve Competencies							
	SM 8	Improve Competency of Employees	15%	All or Nothing	n/a	n/a	n/a	Competency Catalogue, Competency Framework, Competency Tables	Establish baseline for competency level
	Sub-Total Weight		15%						
TOTAL		100%							

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