

AL-AMANAH ISLAMIC INVESTMENT BANK OF THE PHILIPPINES (AAIIBP)

	Component				Baseline Data		Target			
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024		2025	
							Target	Reported Actual Accomplishment <sup>1</sup>		
FINANCIAL	SO 1	Addressing Capital and Funding Issues to restore the Bank's financial stability								
	SM 1	Onboard strategic partner-investor through Sale of Series "C" Shares	Actual Accomplishment	20%	All or Nothing	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	Submission of Joint Request for the Sale of Shares to the Monetary Board per submitted timeline
	SM 2	Manage Real and Other Properties Acquired (ROPA)	Actual Sale	15%	All or Nothing	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	₱36 million
	SM 3	Budget Utilization Rate (BUR)	Total Disbursements / Total COB (both net of PS Cost)	5%	(Actual / Target) x Weight	74.83%	83.09%	90%	98.75%	90%

<sup>1</sup> Based on the 2024 3rd Quarter Monitoring Report of AAIIBP.

Component					Baseline Data		Target		
Objective/Measure	Formula	Weight	Rating System	2022	2023	2024		2025	
						Target	Reported Actual Accomplishment <sup>1</sup>		
SO 2	Maximize Utilization of Loanable Funds								
SM 4	Increase Islamic Financing	Outstanding Loan Amount	5%	(Actual / Target) x Weight	n.d.	n.d.	n.d.	n.d.	₱500 million
SM 5	Manage Gross Past Due Rate	Gross Past Due/ Total Financing Portfolio	5%	(Actual / Target) x Weight	29.19%	27.34%	24.89%	25.29%	15%
SM 6	Improve Net Income after Tax	Total Revenue – Total Expenses	7.5%	(Actual / Target) x Weight	₱(86.45 million)	₱(81.44 million)	₱0.60 million	₱(12.737 million)	₱0.40 million
SO 3	Growth funding base by increasing penetration reach in BARMM and other Muslim Communities								
SM 7a	Increase Islamic Deposit	Sum of all Islamic Deposits Ledger Balances	5%	(Actual / Target) x Weight	n.d.	n.d.	n.d.	n.d.	₱1.97 billion
SM 7b	Conventional Deposit (For monitoring only)	Sum of all Deposit Deposits Ledger Balances	0%	-	n.d.	n.d.	n.d.	n.d.	₱830 million

	Component				Baseline Data		Target			
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024		2025	
							Target	Reported Actual Accomplishment <sup>1</sup>		
	SM 8	Increase in penetration reach in the BARMM and other Muslim Communities	Number of new LGUs and Municipalities within BARMM and other Muslim Communities	5%	(Actual / Target) x Weight	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	Additional 40 new LGUs and Municipalities within BARMM and other Muslim Communities
	<b>Sub-total</b>			<b>67.5%</b>						
INTERNAL PROCESS	<b>SO 4</b>	<b>Improve business process to streamline operations and increase operational efficiency</b>								
	SM 9	Branch Rationalization	Actual Accomplishment	5%	All or Nothing	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	Creation of Tawi-Tawi Branch & One Branch Lite
	SM 10	Additional operating ATMs in the branches	Actual Accomplishment	5%	(Actual / Target) x Weight	Measure Excluded	No actual ATMs installed/operating for 2023	3	AAIIBP to pursue ATM partnership with DBP. AAIIBP already submitted the required documents. Awaiting transfer of unit(s) to AAIIBP branches	6 installed and operational ATMs
	<b>SO 5</b>	<b>Strengthen Shariah Compliance and Government Framework</b>								
	SM 11	Crafting of Shari'ah Advisory Council Charter (SACC)	Actual Accomplishment	5%	All or Nothing	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	Board Approved Shari'ah Advisory Council Charter

	Component				Baseline Data		Target			
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024		2025	
							Target	Reported Actual Accomplishment <sup>1</sup>		
		<b>Sub-total</b>		<b>15%</b>						
STAKEHOLDERS	<b>SO 6</b>	<b>Develop Innovative Islamic Products and Technical Infrastructure focused on improving customer experience</b>								
	SM 12	Percentage of Satisfied External Customers	Number of Respondents who gave a rating of at least Very Satisfactory / Total Number of Respondents	5%	(Actual / Target) x Weight If below 80% = 0%	Accomplishment not acceptable	99.09%	90%	To be rated upon completion of Customer Satisfaction Survey within 2024	90%
	SM 13	Percentage of Transactions Processed within TAT	No. of Loan transactions processed within the prescribed period / Total number of loan applications with complete documentation	5%	(Actual / Target) x Weight	91.57%	98.15%	100%	100%	100%
		<b>Sub-total</b>		<b>10%</b>						
SOCIAL IMPACT	<b>SO 7</b>	<b>Enhance Organizational Preparedness and Responsiveness to Disasters and foster culture of Diversity and Equity</b>								
	SM 14	Integrating Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	2.5%	All or Nothing	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	Board-Approved Public Service Continuity Plan (PSCP)

	Component				Baseline Data		Target			
	Objective/Measure	Formula	Weight	Rating System	2022	2023	2024		2025	
							Target	Reported Actual Accomplishment <sup>1</sup>		
	<b>Sub-total</b>		<b>2.5%</b>							
<b>LEARNING AND GROWTH</b>	<b>SO 8</b>	<b>Improve Competencies (Islamic Banking and Operations)</b>								
	SM 15	Competency Level of the Organization								
	SM 15a	Revised Board-approved Competency Framework	Actual Accomplishment	2.5%	All or Nothing	Improvement on the Competency Level of the Organization based on the 2021 year-end assessment	Unverifiable	Improvement Competency Level of the Organization	To be rated upon completion of competency assessment form by year end	Board Approved Competency Framework with 1. Competency Catalogue 2. Competency Tables 3. Competency Matrix 4. Position profiles 5. Competency Based Job Description
	SM 15b	Establish Competency Baseline based on the Revised-Board Revised Competency Framework	Actual Accomplishment	2.5%						Establishment of the Baseline Based on the Revised Board-Approved Competency Framework <sup>2</sup>
	<b>Sub-total</b>		<b>5%</b>							

<sup>2</sup> The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

$$\frac{\sum_{b=1}^B \left[ \frac{\sum_{a=1}^A (\text{Actual Competency Level})}{(\text{Required Competency Level})_a} \right]}{B}$$

where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled.

Component					Baseline Data		Target		
Objective/Measure	Formula	Weight	Rating System	2022	2023	2024		2025	
						Target	Reported Actual Accomplishment <sup>1</sup>		
<b>TOTAL</b>		<b>100%</b>							
<b>BONUS STRATEGIC MEASURE:</b>									
GAD Budget Utilization		1%	All or Nothing	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	5% of Total COB	
ISO Certification on any of the following standards:		1%	All or Nothing	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	<i>n.d.</i>	ISO 14001:2015 Certification	
a. Environment Management System Certification								ISO 22301:2019 Certification	
b. Business Continuity Management System									

For GCG:



**HON. MARIUS P. CORPUS**  
Chairperson

For AAIIBP:



**HON. AMILBAHAR P. AMILASAN, JR.**  
Acting Chairperson and Chief Executive Officer (CEO)