

PHILIPPINE RECLAMATION AUTHORITY (PRA)

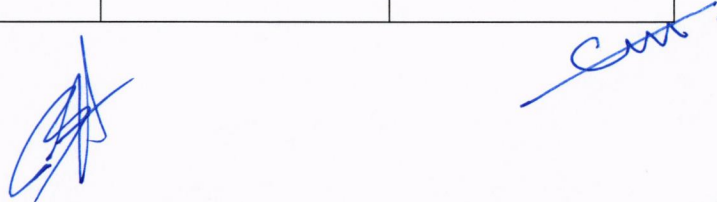
Component					Baseline Data		Target		
	Objective/Measure		Formula	Weight	Rating System	2022	2023 (As Reported)	2024	2025
SOCIAL IMPACT / STAKEHOLDERS	SO 1	Increase Number of Environmentally Sound Buildable Areas for Sustainable Development							
	SM 1	Implementation of Land Reclamation Activities	Total Number of 2025 Deliverables Completed / Total Number of 2025 Deliverables for Completion Based on the Board-Approved Work Program	25%	(Actual / Target) x Weight	Pasay 360 – Hectare Reclamation: 3 of the 4 Deliverables Were Completed Based on the Approved Work Program Pasay Harbor City Reclamation (265 Hectares): 3 of the 8 Deliverables Were Completed Based on the Approved Work Program Manila Solar City: 1 of the 1 Deliverable Were Completed Based on the Approved Work Program	100% Completion of the 2023 Deliverables for All Reclamation Projects Based on the PRA-Approved Work Program	100% Completion of 2024 Deliverables for All Reclamation Projects Based on the PRA Board-Approved Work Program	100% Completion of 2025 Deliverables for All Reclamation Projects Based on the PRA Board-Approved Work Program ¹

¹ Based on the Board-Approved Work Program as submitted to the Governance Commission on 05 July 2024 and 17 February 2025.

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2022	2023 (As Reported)	2024	2025	
	SO 2	Promote and Integrate a Comprehensive and Resilient Coastal Defense / Protection Strategy into Development Plans							
	SM 2	Coastal Management Strategy (CMS) for Vulnerable Areas	Actual Accomplishment	12.5%	(Actual / Target) x Weight	No Signed EOC Approval of the LGU of Baras, Catanduanes of the CMS Implementation Endorsed by PRA and its Partners	100% Completion of the 2023 Deliverables for All Reclamation Projects Based on the PRA-Approved Work Program	100% Completion of the 2024 Deliverables Based on the PRA Board-Approved Work Program	Assessment of the Implementation of the Recommended Strategies of the Four (4) Areas with Completed CMS: 1)Tacloban; 2) Palo; 3) Bislig; 4) Surigao
	SO 3	Increase Support of Stakeholders, Address Concerns of Affected Communities, and Gain Social Acceptance of Inclusive Development Projects							
	SM 3	Percentage of Satisfied Customers	Total Number of Respondents Who Gave a Rating of At Least Satisfactory / Total Number of Respondents	5%	(Actual / Target) x Weight If less than 80% = 0	100% ²	100%	90%	90% ³
		Sub-Total		42.5%					
FINANCE	SO 4	Increase Revenue and Improve Cash Flow							
	SM 4	Net Income After Tax	Total Income Less Total Expenses	15%	(Actual / Target) x Weight	₱ 2.7 Billion	₱ 86.7 Billion	₱ 820 Million	₱ 1.82 Billion
	SM 5	Disbursement Budget Utilization Rate	Total Disbursement / Total DBM-Approved Corporate Operating Budget (Net of PS Cost)	5%	(Actual / Target) x Weight	15.42%	51.83%	90%	90%

² The data is based on the survey results using the methodology of the Governance Commission.

³ Based on GCG-ARTA Joint Memorandum Circular No. 1, series of 2023. External customers only.



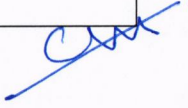
Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2022	2023 (As Reported)	2024	2025	
INTERNAL PROCESS	SO 5	Increase Inventory of Marketable Land Assets							
	SM 6	Disposition of Unlawfully Reclaimed Areas	Number of Sites Endorsed to DENR for Issuance of Presidential Proclamation	10%	(Actual / Target) x Weight	A Total of Five (5) Unique Sites Endorsed	Five (5) Site were Endorsed to the DENR for Issuance of Presidential Proclamation (PP)	Endorsement to the DENR for Issuance of Presidential Proclamation (PP) Covering Five (5) Sites	Endorsement to the DENR for Issuance of Presidential Proclamation (PP) Covering Five (5) Sites
		Sub-Total		30%					
	SO 6	Streamline Processes and Procedures							
	SM 7	Percentage of Requests Processed Within the Prescribed Processing Time ⁴	Total Number of Applications Processed Within the Applicable Processing Time/ Total Number of Requests Received	10%	(Actual / Target) x Weight	Not Applicable	100%	100%	100%
	Sub-Total		10%						

⁴ The measure shall cover the following core services of the corporation: (a) Applications for Approval of Reclamation Project and/or Reclamation for Component of a Development of Infrastructure Project; (b) Request for Restoration Clearance; (c) Request for Clearance for Miscellaneous/Foreshore Lease Applications; (d) Request for Approval of Design from Developers as Part of CBP-1A Association Design Committee; and (e) Interim Lease of PRA Idle Properties.

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ORGANIZATION	Component				Baseline Data		Target		
	Objective/Measure		Formula	Weight	Rating System	2022	2023 (As Reported)	2024	2025
	SO 7	Strengthen Culture of Continuous Training and Innovation and Build Capacity within the Organization to Manage Sustainability, DRRM, and GEDSI Effectively							
	SM 8	Percentage of Employees Meeting Required Competencies	Competency Level 2025 – Competency Level 2024 (where Competency Level = Total Number of Employees with Required Competencies Met / Total Number of Employees)	5%	All or Nothing	Cannot be Validated	The Results of the 2023 Competency Assessment Indicate that the Organizational Competency Score, Average Individual Rating is 91%.	Increase from 2023 Actual Competency Level	Increase from 2024 Actual Competency Level
	SM 9	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Actual Accomplishment	2.5%	All or Nothing	Not Applicable	Not Applicable	Not Applicable	Board-Approved Public Service Continuity Plan (PSCP)
	SO 8	Implement a Quality Management System							
	SM 10	Improve Processes to Quality Management System	Actual Accomplishment	5%	All or Nothing	Passed the First (1 st) Surveillance Audit for ISO 9001:2015 Re-Certification	Passed the Second (2 nd) Surveillance Audit for ISO 9001:2015	Maintain ISO 9001:2015 Certification (Re-Certification)	Maintain ISO 9001:2015 Certification (First Surveillance Audit)



Component					Baseline Data		Target	
Objective/Measure		Formula	Weight	Rating System	2022	2023 (As Reported)	2024	2025
SO 9	Implement an Integrated Information System							
SM 11	Implementation of the Information System Strategic Plan	Total Number of Deliverables Due for 2025 Attained / Total Number of Deliverables Due for 2025	5%	All or Nothing	Not Applicable	Not Applicable	Submit the Board-Approved ISSP to the DICT	100% Implementation of the 2025 Deliverables under the 2024-2026 ISSP as Submitted/Approved by DICT
	Sub-Total		17.5%					
	TOTAL		100%					
BONUS STRATEGIC MEASURES								
GAD Budget Utilization Rate			1%	All or Nothing	N/A		5% of Total COB	
ISO Certification on any of the following Standards i. Environmental Management System (EMS) Certification ii. Business Continuity Management Systems (BCMS)			1%	All or Nothing	N/A		Certification on Environmental Management System (ISO 14001:2015) or Business Continuity Management System (ISO 22301:2019)	

For GCG:


ATTY. BRIAN KEITH F. HOSAKA
Commissioner

For PRA:


HON. CESAR S. SIADOR, JR.
General Manager