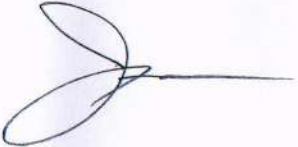


## AL-AMANAH ISLAMIC INVESTMENT BANK OF THE PHILIPPINES

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
FINANCIAL	<b>SO 1</b>	<b>Maximize Utilization of Loanable Funds</b>							
	SM 1	Increase Loan Releases	Actual Accomplishment	15%	(Actual / Target) x Weight	Measure Excluded	Measure Excluded	₱600 Million	₱700 Million
	<b>SO 2</b>	<b>Manage Cost and Expenses</b>							
	SM 2	Minimize Net Loss	Total Revenues – Total Expenses	10%	(Actual / Target) x Weight	(₱86 Million)	(₱88.81 Million)	(₱72.82 Million)	(₱24.44 Million)
	SM 3	Efficient Utilization of Corporate Budget	Total Disbursement (Net of PS) / Total DBM Approved Corporate Operating Budget (Net of PS)	5%	(Actual / Target) x Weight If Less Than 90% = 0%	N/A	N/A	90%	90%
	<b>SO 3</b>	<b>Grow Funding Base</b>							
	SM 4	Increase Deposit Level	Sum of All Deposits from Private and Government Sectors	15%	(Actual / Target) x Weight	₱644.28 Million	₱722.51 Million	₱850 Million	₱1.2 Billion
	SM 5	Manage Gross Past Due Rate	Gross Past Due/Total Loan Portfolio	10%	{1 – [(Actual – Target) / Target] x Weight}	N/A	25.30%	17%	6.57%
		<b>Sub-total</b>		<b>55%</b>					

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
<b>CUSTOMERS</b>	<b>SO 4</b>	<b>Develop Islamic Products and Services</b>							
	SM 6	Increase Availment of Deposit Products (Islamic): Pilgrimage Savings Plan (PSP), Bhasit and Wakala	Total number of accounts under PSP, Bhasit and Wakala	5%	(Actual/Target) x Weight	7	540	806	846
	SM 7	Increase Availment of Financing Products (Islamic): - Al-Murabahah - Al-Bai Bithaman Ajil - Al-Ijarah	Total number of accounts under the Islamic Financing Program	5%	(Actual/Target) x Weight	17	67	200	215
	<b>SO 5</b>	<b>Attract New Accounts</b>							
	SM 8	Number of Deposit Accounts (Conventional and Islamic)	Absolute Number	5%	(Actual/Target) x Weight	7,762	8,544	10,010	10,800

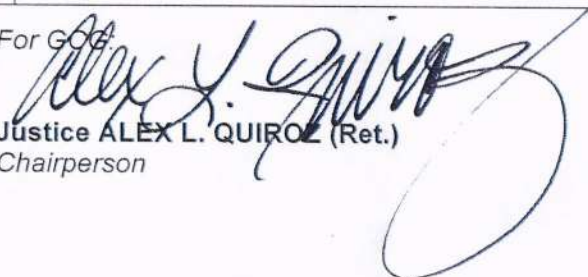



Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
	<b>SO 6</b>	<b>Ensure Customer Satisfaction</b>							
	SM 9	Percentage of Satisfied Customers	Number of Respondents who rated AAIIBP service with at least VS / Total Number of Respondents	10%	(Actual/Target) x Weight Below 80% = 0%	Report not acceptable	Non-compliant	95%	95%
	<i>Sub-total</i>			<b>25%</b>					
	<b>SO 7</b>	<b>Increased Accessibility (ATM &amp; Other Distribution Channels)</b>							
<b>INTERNAL PROCESS</b>	SM 10	Increase Number of Branches with ATMs installed	Actual No. of Branches with ATMs installed	5%	(Actual /Target) x Weight	Measure Excluded	N/A	6	6
	<b>SO 8</b>	<b>Implement Process Improvements (Improved TAT, Controls)</b>							
	SM 11	Percentage of Transactions Processed within TAT	No. of loan transactions processed within the prescribed period / Total number of loan applications with complete documentation	10%	(Actual / Target) x Weight If below 93% = 0%	88%	73.20%	100%	100% <sup>1</sup>
	<i>Sub-total</i>			<b>15%</b>					

<sup>1</sup> Applicable Turnaround Time shall be in accordance with AAIIBP's compliance with Republic Act No. 11032 otherwise known as the Ease of Doing Business and Efficient Government Service Delivery Act of 2018

Component					Baseline Data		Target		
	Objective/Measure	Formula	Weight	Rating System	2020	2021	2022	2023	
LEARNING AND GROWTH	SO 9	Improve Competencies (Islamic Banking and Operations)							
	SM 12	Improve Competencies of Employees	Competency Baseline 2023 <sup>2</sup> – Competency Baseline 2022	5%	All or Nothing	3.9%	7.66%	Improvement on the Competency Level of the Organization based on the 2021 year-end assessment	Improvement on the Competency Level of the Organization based on the 2022 year-end assessment
	<i>Sub-total</i>			5%					
<b>Total</b>			<b>100%</b>						

For GOB:

  
Justice ALEX L. QUIROZ (Ret.)  
Chairperson

For AAIBP:

  
ATTY. IMELDA TARHATA F. MACARAMBON  
Chief Operating Officer

<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:

$$\frac{\sum_{a=1}^A \left( \frac{\text{Actual Competency Level}}{\text{Required Competency Level}} \right)_a}{A} \times 100\%$$

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