

AL-AMANAH ISLAMIC INVESTMENT BANK OF THE PHILIPPINES

Component				Baseline Data			Renegotiated Target	
	Objective/Measure	Weight	Rating Scale	2012	2013	2014	2015	
FINANCIAL	<b>SO 1 Maximize Utilization of Loanable Funds</b>							
	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
	<b>SO 2 Manage Cost and Expenses</b>							
	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
	<b>SO 3 Grow Funding Base</b>							
	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

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Component				Baseline Data			Renegotiated Target	
	Objective/Measure	Weight	Rating Scale	2012	2013	2014	2015	
<b>Sub-Total Weight</b>		<b>50%</b>						
<b>CUSTOMERS</b>	<b>SO 4 Develop Islamic Products and Services</b>							
	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
	4b	Financing Products (Islamic)	2.5%		n/a	n/a	n/a	5
	<b>SO 5 Attract New Accounts</b>							
	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)
		No. of DSWD Accounts			1,044	81	2,017	3,538
		No. Accounts net of DSWD Accounts			3,312	4,326	3,216	322
	<b>SO 6 Customer Satisfaction</b>							
	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%

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Component				Baseline Data			Renegotiated Target	
	Objective/Measure	Weight	Rating Scale	2012	2013	2014	2015	
	<b>Sub-Total Weight</b>	<b>25%</b>						
INTERNAL BUSINESS	<b>SO 7</b>	<b>Implement Process Improvements (Improved TAT, Controls)</b>						
	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%
	<b>Sub-Total Weight</b>		<b>10%</b>					
LEARNING AND GROWTH	<b>SO 8</b>	<b>Acquire Technical Expertise and Improve Competencies</b>						
	SM 8	Improve Competency of Employees	15%	All or Nothing	n/a	n/a	n/a	Competency Catalogue, Competency Framework, Competency Tables
	<b>Sub-Total Weight</b>		<b>15%</b>					
<b>TOTAL</b>		<b>100%</b>						

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