

NATIONAL POWER CORPORATION (NPC)
Validated 2022 Performance Scorecard

CUSTOMERS / STAKEHOLDERS

Component				Targets		Submission		GCG Validation		Supporting Documents	Remarks																		
Objective/Measure	Formula	Weight	Rating System	2022	Actual	Rating	Actual	Rating																					
SO 1	Provided Adequate Power Supply in Missionary Areas																												
SM 1	Supply	Σ Plant Dependable Capacity	13.00%	Actual over Target	191.979 MW	192.052 MW	13%	192.052 MW	13%	<ul style="list-style-type: none">Memorandum on Revised Actual CR 2022 Overall Supply Performance dated 18 May 2023Report on Small Power Utilities Group-Supply (MW) CY 2022	<div>Details:<table><tr><th>SPUG AREA</th><th>Dependable Capacity (MW)</th></tr><tr><td>Luzon</td><td>106.258</td></tr><tr><td>Visayas</td><td>15.052</td></tr><tr><td>Mindanao</td><td>61.536</td></tr><tr><td>Taken Over by NPP</td><td>9.206</td></tr><tr><td>Total</td><td>192.052</td></tr></table></div>	SPUG AREA	Dependable Capacity (MW)	Luzon	106.258	Visayas	15.052	Mindanao	61.536	Taken Over by NPP	9.206	Total	192.052						
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Visayas	15.052																												
Mindanao	61.536																												
Taken Over by NPP	9.206																												
Total	192.052																												
SO 2	Contributed to the Power Supply in the Main Grids thru the Agus-Pulangi Plants																												
SM 2	Energy Generation	Total Energy Generation	10.00%	Actual over Target	3,162.37 GWh	3,929.12 GWh	10%	3,929.12 GWh	10%	<ul style="list-style-type: none">NPC's CY 2022 Monitoring Report for Performance Targets Mindanao Generations – Energy GenerationSummary of Agus-Pulangi HEPP Forced Outage Hour from 1st to 4th Quarters	<div>Details:<table><tr><th>HEPP</th><th>Total Actual Generation</th></tr><tr><td>Agus 1</td><td>357.00</td></tr><tr><td>Agus 2</td><td>569.76</td></tr><tr><td>Agus 4</td><td>793.03</td></tr><tr><td>Agus 5</td><td>271.72</td></tr><tr><td>Agus 6</td><td>844.46</td></tr><tr><td>Agus 7</td><td>205.22</td></tr><tr><td>Pulangi 4</td><td>887.94</td></tr><tr><td>Total (GWh)</td><td>3,929.12</td></tr></table></div>	HEPP	Total Actual Generation	Agus 1	357.00	Agus 2	569.76	Agus 4	793.03	Agus 5	271.72	Agus 6	844.46	Agus 7	205.22	Pulangi 4	887.94	Total (GWh)	3,929.12
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CUSTOMERS / STAKEHOLDERS

Component				Targets	Submission		GCG Validation		Supporting Documents	Remarks											
Objective/Measure	Formula	Weight	Rating System	2022	Actual	Rating	Actual	Rating													
SO 3	Ensured Customer/ Stakeholder Satisfaction																				
SM 3	Percentage of Satisfied Customers	$\frac{\sum \text{No. of Satisfied Respondents}}{\sum \text{No. of Respondents}}$	5.00%	Actual over Target (If less than 80% = 0%)	90%	92.65%	5%	92.65%	5%	<ul style="list-style-type: none">National Power Corporation 2022 Customer Satisfaction Survey prepared by People Dynamics, Inc. (PDI)Ten (10) sample accomplished questionnaires	Overall, NPC was provided with "satisfied" and "very satisfied" ratings by 92.65% (126/136 respondents) of its customers.										
	Subtotal	28.00%				28%		28%													
SO 4	Provided Efficient and Reliable Power Supply in Missionary Areas																				
SM 4	Percentage of Unexpected Power Interruption (Forced Outage Rate)	$\frac{\sum(\text{Forced Outage Hours}) + \sum(\text{Operating Hours} + \text{Forced Outage Hours})}{\text{Total}}$	5.00%	Actual over Target	0.111%	0.011	5%	0.011	5%	<ul style="list-style-type: none">Report on Small Power Utilities Group Supply (MW) C.Y. 2022- FOR	<div>Details:<table><tr><th>SPUG AREA</th><th>Average FOR (%)</th></tr><tr><td>Luzon</td><td>0.013</td></tr><tr><td>Visayas</td><td>0.005</td></tr><tr><td>Mindanao</td><td>0.010</td></tr><tr><td>TOTAL</td><td>0.011</td></tr></table></div>	SPUG AREA	Average FOR (%)	Luzon	0.013	Visayas	0.005	Mindanao	0.010	TOTAL	0.011
SPUG AREA	Average FOR (%)																				
Luzon	0.013																				
Visayas	0.005																				
Mindanao	0.010																				
TOTAL	0.011																				

INTERNAL PROCESS

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INTERNAL PROCESS

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Objective/Measure	Formula	Weight	Rating System	2022	Actual	Rating	Actual	Rating																														
SO 5 Sustained System Reliability and Power Quality and Supported Load Growth																																						
SM 5a	Completed Transmission Lines	Actual Completed Transmission Lines	10.00%	Actual over Target	78.99 ckt-kms ¹	47.89	6.06%	47.89	6.06%	<ul style="list-style-type: none">• NPC Chronology of Events• NPC Request for Reconsideration• Notice of Suspension of dated 21 November 2022• Work Plan as of 21 November 2022• Project Status/ Accomplishments• Certificate of Project Completion dated 3 November 2022• Executive Progress Report/ Implementation Schedule• Certificate of Project Completion dated 23 August 2022• NPC Notes reflecting Project Accomplishment Report on San Miguel- Viga 69 kV T/L Project• Project Status/ Accomplishments	<p>Spillover projects from 2021 were included both in the target and accomplishment for 2022 as follows:</p> <table><tr><th>Projects</th><th>Target</th><th>Actual (ckt-kms)</th></tr><tr><td>Roxas-Taytay 69 kV T/L Project, Sch. I- Palawan</td><td>24.77</td><td>24.77</td></tr><tr><td>Roxas-Taytay 69 kV T/L Project, Sch. I- Palawan</td><td>3.12</td><td>3.12</td></tr><tr><td>San Miguel-Viga 69 kV T/L Proj</td><td>23.00</td><td>20.00</td></tr><tr><td>Tap-Uson (Mobo-Catangian 69 kV T/L Proj.</td><td>1.10</td><td>-</td></tr><tr><td>S/D/E Installation of Alinguan-San Vicente 69 kV Tie Line Proj.</td><td>20.00</td><td>-</td></tr><tr><td>Construction of Jolo Tie Line (Sulu)</td><td>7.00</td><td>-</td></tr><tr><td>TOTAL</td><td>78.99 ckt. kms.</td><td>47.89 ckt-kms</td></tr><tr><td>% of Completion</td><td colspan="2">60.63%</td></tr></table> <p>NPC's validated accomplishment is 47.89 ckt. kms. completed out of adjusted total of 78.99 ckt. kms (60.63%).</p>	Projects	Target	Actual (ckt-kms)	Roxas-Taytay 69 kV T/L Project, Sch. I- Palawan	24.77	24.77	Roxas-Taytay 69 kV T/L Project, Sch. I- Palawan	3.12	3.12	San Miguel-Viga 69 kV T/L Proj	23.00	20.00	Tap-Uson (Mobo-Catangian 69 kV T/L Proj.	1.10	-	S/D/E Installation of Alinguan-San Vicente 69 kV Tie Line Proj.	20.00	-	Construction of Jolo Tie Line (Sulu)	7.00	-	TOTAL	78.99 ckt. kms.	47.89 ckt-kms	% of Completion	60.63%	
Projects	Target	Actual (ckt-kms)																																				
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TOTAL	78.99 ckt. kms.	47.89 ckt-kms																																				
% of Completion	60.63%																																					

¹ Revised from 51.10 ckt-kms to include spillover projects from 2021.

INTERNAL PROCESS

Component					Targets	Submission		GCG Validation		Supporting Documents	Remarks								
Objective/Measure	Formula	Weight	Rating System	2022	Actual	Rating	Actual	Rating											
SM 5b	Completed Substation Facilities	Actual Completed Substations	10.00%	Actual over Target	25.00 MVA	20 MVA	10%	20 MVA	8%	<ul style="list-style-type: none">Certificate of Project Completion for the Uprating of Existing Power Transformer from 10 to 20 MVA Mobo Substation ProjectProject Inspection Report dated 23 September 2022Chronology of Events for 5MVA Viga Substation	<div>Details:<table><tr><th>Projects</th><th>Actual (MVA)</th></tr><tr><td>Uprating of Existing Power Transformer from 10 MVA to 20 MVA Mobo Substation (Masbate)</td><td>20.00</td></tr><tr><td>Supply, Construction, Delivery, Installation, Testing and Commissioning of 5 MVA Viga Substation (Catanduanes)</td><td>0.00</td></tr><tr><td>TOTAL</td><td>20 MVA</td></tr></table></div>	Projects	Actual (MVA)	Uprating of Existing Power Transformer from 10 MVA to 20 MVA Mobo Substation (Masbate)	20.00	Supply, Construction, Delivery, Installation, Testing and Commissioning of 5 MVA Viga Substation (Catanduanes)	0.00	TOTAL	20 MVA
Projects	Actual (MVA)																		
Uprating of Existing Power Transformer from 10 MVA to 20 MVA Mobo Substation (Masbate)	20.00																		
Supply, Construction, Delivery, Installation, Testing and Commissioning of 5 MVA Viga Substation (Catanduanes)	0.00																		
TOTAL	20 MVA																		
SO 6	Adopted the use of Renewable Energy in Missionary Areas																		
SM 6	Completed Renewable Energy (RE) Hybridization Projects	Actual Completed RE Hybrid Projects	2.00%	Actual over Target	85 kWp	-	0%	Not Accomplished	0%	<ul style="list-style-type: none">Memorandum dated 25 April 2023 re Validation of CY 2022 Performance Accomplishments with Attachments – Justification on non-attainment of targetPhoto Documentation	Validated with supporting documents.								

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INTERNAL PROCESS	Component				Targets	Submission		GCG Validation		Supporting Documents	Remarks
	Objective/Measure	Formula	Weight	Rating System	2022	Actual	Rating	Actual	Rating		
SO 7	Contributed to Efficient Operation of Generation Assets in the Main Grids thru the Agus-Pulangi Plants										
SM 7	Controlled Unexpected Power Interruption (Forced Outage Hour)	Actual Forced Outage Hour	5.00%	Actual over Target	24 hrs.	21.58 hrs.	5%	21.58 hrs.	5%	<ul style="list-style-type: none"> Mindanao Generations- Agus Pulangi HEPPs (Forced Outage Hour) Summary of Agus-Pulangi HEPP Forced Outage Hour from 1st to 4th Quarters 	Validated with supporting documents.
SO 8	Ensured the Structural and Operational Safety of Dams to Mitigate Flooding in the Downstream Communities										
SM 8	Percentage of Maintenance Requirements of Dams and Other Non-Power Components Completed	Actual No. of maintenance activities implemented + Target no. of maintenance activities	5.00%	Actual Over Target	100% [13 planned maintenance activities (8 in Luzon and 5 in MinGen)]	92.31% (12 planned maintenance activities implemented)	4.62%	92.31% (12/13 planned maintenance activities implemented)	4.62%	<ul style="list-style-type: none"> Completion Report/ Inspection-Assessment Report per Dam/Non-Power components Inspection Completion Report/ Inspection-Assessment Report Certificate of Acceptance and Completion of Works 	NPC completed 12 (7 in Luzon and 5 in Mindanao) out of 13 activities, or 92.31% of the total <i>planned</i> maintenance activities.

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INTERNAL PROCESS

Component				Targets		Submission		GCG Validation		Supporting Documents	Remarks														
Objective/Measure	Formula	Weight	Rating System	2022	Actual	Rating	Actual	Rating																	
SO 9	Consolidation of Ownership of NPC Assets/Property Boundaries/Tenurial Rights																								
SM 9a	Number of Transferred Certificates of Titles/Decrees and Land Registration Case Decisions under OMA to PSALM, Filed Applications for Titling/ Issuance of Certificates of Titles/ Decrees of Unregistered/ Untitled Lots	Actual No. of Lots with Transferred Certificates of Titles/Decree s/ LRC Decisions under OMA to PSALM and Lots with Filed Applications for Titling/ Issuance of Certificates of Titles/Decree s under OMA Properties	2.50%	Actual over Target	50 lots	70 Lots	2.50%	70 Lots	2.50%	<ul style="list-style-type: none">List of OMA and Non-OMA Landholdings with Certificates of Titles/Decrees and Land Registration Case Decisions and Filed Applications (per Quarter)Turn-over of Certificates of Titles and Court Decisions with Certificate of Finality of NPC's various power plantsOCTs/ TCTsDeed of Donations	<div>Details:</div> <table><tr><th colspan="2">OMA Lots</th></tr><tr><th>Quarter</th><th>No. of Lots</th></tr><tr><td>1st</td><td>17</td></tr><tr><td>2nd</td><td>13</td></tr><tr><td>3rd</td><td>28</td></tr><tr><td>4th</td><td>12</td></tr><tr><td>TOTAL</td><td>70</td></tr></table>	OMA Lots		Quarter	No. of Lots	1 st	17	2 nd	13	3 rd	28	4 th	12	TOTAL	70
OMA Lots																									
Quarter	No. of Lots																								
1 st	17																								
2 nd	13																								
3 rd	28																								
4 th	12																								
TOTAL	70																								
SM 9b	Number of Filed Applications for Titling or Tenurial Rights/ Issuance of Certificates of Titles of Unregistered/ Untitled Non-OMA Lots, Reconstructed Deeds of Donations	Actual No. of Lots with Filed Applications for Titling or Tenurial Rights/ Issuance of Certificates of Titles, and Reconstructed Deeds of Donations	2.50%	Actual over Target	20 lots	20 Lots	2.50%	20 Lots	2.50%	<ul style="list-style-type: none">Assessment Form and Payment OrdersOfficial ReceiptsPhotocopies of Certificates of Titles/Decrees and Land Registration Case Decisions and Acknowledgement Receipts from PSALMTax Declarations of Real PropertyDOAs of a Portion of Registered Property	<div>Details:</div> <table><tr><th colspan="2">Non-OMA Lots</th></tr><tr><th>Quarter</th><th>No. of Lots</th></tr><tr><td>1st</td><td>5</td></tr><tr><td>2nd</td><td>5</td></tr><tr><td>3rd</td><td>5</td></tr><tr><td>4th</td><td>5</td></tr><tr><td>TOTAL</td><td>20</td></tr></table>	Non-OMA Lots		Quarter	No. of Lots	1 st	5	2 nd	5	3 rd	5	4 th	5	TOTAL	20
Non-OMA Lots																									
Quarter	No. of Lots																								
1 st	5																								
2 nd	5																								
3 rd	5																								
4 th	5																								
TOTAL	20																								
	Subtotal	42.00%					35.68%		33.68%																

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FINANCE

Component				Targets		Submission		GCG Validation		Supporting Documents	Remarks																			
Objective/Measure	Formula	Weight	Rating System	2022	Actual	Rating	Actual	Rating																						
SO 10	Exercised Fiscal Prudence to Optimize Use of Resources																													
SM 10	Budget Utilization Rate																													
SM 10a	Subsidy Utilization Rate (Obligation and Disbursement)	Obligation: Total Obligated Subsidy over Total COB from Subsidy	1.25%	Actual over Target	90%	90.21%	1.25	90.21%	1.25%	<ul style="list-style-type: none">Budget Utilization Report as of December 31, 2022 signed by NPC responsible officersFY 2022 Corporate Fund Utilization Rate (Disbursement)- NPC-SPUG/PES/HO signed by NPC responsible officersBudget Utilization Report for CY 2022 as submitted to ICRS Secretariat	Detailed as follows: <table><tr><th>In Millions</th><th>Amount (PHP)</th></tr><tr><td>2022 ADJUSTED BUDGET (net of PS Cost) (A)</td><td>9,189.77</td></tr><tr><td>ACTUAL OBLIGATED SUBSIDY FOR 2022 (B)</td><td>8,289.69</td></tr><tr><td>BUR % (B/A)</td><td>90.21%</td></tr></table>	In Millions	Amount (PHP)	2022 ADJUSTED BUDGET (net of PS Cost) (A)	9,189.77	ACTUAL OBLIGATED SUBSIDY FOR 2022 (B)	8,289.69	BUR % (B/A)	90.21%											
		In Millions	Amount (PHP)																											
2022 ADJUSTED BUDGET (net of PS Cost) (A)	9,189.77																													
ACTUAL OBLIGATED SUBSIDY FOR 2022 (B)	8,289.69																													
BUR % (B/A)	90.21%																													
Disbursement: Total Disbursement over Total Obligations (all net of PS Cost)	1.25%	Actual over Target	90%	81.09%	1.13%	81.09%	1.13%	Detailed as follows: <table><tr><th>In Millions</th><th>Amount (PHP)</th></tr><tr><td>2022 ADJUSTED BUDGET (net of PS Cost) (A)</td><td>9,189.77</td></tr><tr><td>ACTUAL DISBURSEMENT (B)</td><td>6,720.94</td></tr><tr><td>BUR % (B/A)</td><td>81.08%</td></tr></table>	In Millions	Amount (PHP)	2022 ADJUSTED BUDGET (net of PS Cost) (A)	9,189.77	ACTUAL DISBURSEMENT (B)	6,720.94	BUR % (B/A)	81.08%														
In Millions	Amount (PHP)																													
2022 ADJUSTED BUDGET (net of PS Cost) (A)	9,189.77																													
ACTUAL DISBURSEMENT (B)	6,720.94																													
BUR % (B/A)	81.08%																													
SM 10b	Corporate Fund Utilization Rate (Disbursement)	Total Disbursement from IGF over Total COB from IGF (net of PS Cost)	2.50%	Actual over Target	90%	79.65%	-	70.21%	1.95%	Detailed as follows: <table><tr><th></th><th>2022 Approved Budget</th><th>Actual Disb.</th><th>BUR</th></tr><tr><td>MOOE</td><td>33,112.22</td><td>23,668.77</td><td>71.48%</td></tr><tr><td>CO</td><td>2,028.05</td><td>1,329.12</td><td>65.54%</td></tr><tr><td>FinEx</td><td>550.45</td><td>59.73</td><td>10.85%</td></tr><tr><td>TOTAL</td><td>35,690.72</td><td>25,057.62</td><td>70.21%</td></tr></table>		2022 Approved Budget	Actual Disb.	BUR	MOOE	33,112.22	23,668.77	71.48%	CO	2,028.05	1,329.12	65.54%	FinEx	550.45	59.73	10.85%	TOTAL	35,690.72	25,057.62	70.21%
	2022 Approved Budget	Actual Disb.	BUR																											
MOOE	33,112.22	23,668.77	71.48%																											
CO	2,028.05	1,329.12	65.54%																											
FinEx	550.45	59.73	10.85%																											
TOTAL	35,690.72	25,057.62	70.21%																											
SO 11	Ensured Adequate Fund Sources for Sustainability and Improve Corporate Liquidity																													
SM 11	Improved Collection Efficiency	Total Collections + Total Accounts Receivable	5.00%	Actual over Target	54.06%	55.23%	5.00%	55.23%	5%	<ul style="list-style-type: none">CY 2022 Monitoring Report for Performance Targets as of 31 December 2022Power Receivables and Collection Efficiency as of 31 December 2022	Details: <table><tr><th>(In Billion Pesos)</th><th>Actual</th></tr><tr><td>Total Accounts Receivable (A)</td><td>3,821,781,157.40</td></tr><tr><td>Total Collections (B)</td><td>2,11,760,719.64</td></tr><tr><td>Efficiency Ratio (B/A)</td><td>55.23%</td></tr></table>	(In Billion Pesos)	Actual	Total Accounts Receivable (A)	3,821,781,157.40	Total Collections (B)	2,11,760,719.64	Efficiency Ratio (B/A)	55.23%											
(In Billion Pesos)	Actual																													
Total Accounts Receivable (A)	3,821,781,157.40																													
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FINANCE

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Objective/Measure	Formula	Weight	Rating System	2022	Actual	Rating	Actual	Rating																															
SM 12	EBITDAS Margin with UCME	EBITDAS + (Total Revenue/ Income)	10.00%	Actual over Target	6.52%	-33.52%	10%	Excluded	0%	<ul style="list-style-type: none">• CY 2022 EBITDAS Margin with UCME• SPUG/ Watershed Net Utility Revenue• Detailed Other Operating Expense (OOPEX) – Missionary Areas• Request for Reconsideration (EBITDAS Margin with UCME)• Memorandum dated 8 February 2023 on Confirmation/ Approval of the NPC's CY 2022 Financial Statements (FS)• 2022 COA Audited Statement of Comprehensive Income (SCI)	<p>Measure is excluded.</p> <p>Detailed computation is as follows:</p> <table><tr><th>(In Million Pesos)</th><th>Actual</th></tr><tr><td>Net Utility Revenue (NUR)</td><td>19,778.67</td></tr><tr><td>Less: Operating Expenses and Financial Charges</td><td>13,113.38</td></tr><tr><td>NOI after OPEX and Financial Charges</td><td>6,665.29</td></tr><tr><td>Add: Other Income</td><td>2,007.93</td></tr><tr><td>Net Income</td><td>8,673.22</td></tr><tr><td>Less: Other Expenses</td><td>17,793.90</td></tr><tr><td>Net Income Before NG Subsidy</td><td>-9,120.68</td></tr><tr><td>Add: NG Subsidy</td><td>6,587.31</td></tr><tr><td>Net Income after Subsidy</td><td>-2,533.37</td></tr><tr><td>Add/(Deduct): Interest Expense, Taxes, Dep'n/ (NG Subsidy)</td><td>-946.02</td></tr><tr><td>EBITDAS (a)</td><td>-3,479.39</td></tr><tr><td>Total Revenue (b)</td><td>10,141.00</td></tr><tr><td>EBITDAS MARGIN (a/b)</td><td>-34.31%</td></tr></table> <p>For 2022, the actual validated EBITDAS Margin is -34.31%. This was largely due to the ₱1.48 Billion decrease in the UCME proceeds received by NPC and the ₱2.32 Billion increase in fuel expenses.</p> <p>It was noted that actual fuel expenses in 2022 increased by 67% from ₱5.16 Billion actual fuel expense in 2021 to ₱8.63 Billion in 2022, with average fuel price per liter increasing from ₱38.92 to ₱62.84.</p> <p>It was also noted that New Power Providers (NPP) Expenses increased by ₱7.32 Billion compared to original estimates.</p>	(In Million Pesos)	Actual	Net Utility Revenue (NUR)	19,778.67	Less: Operating Expenses and Financial Charges	13,113.38	NOI after OPEX and Financial Charges	6,665.29	Add: Other Income	2,007.93	Net Income	8,673.22	Less: Other Expenses	17,793.90	Net Income Before NG Subsidy	-9,120.68	Add: NG Subsidy	6,587.31	Net Income after Subsidy	-2,533.37	Add/(Deduct): Interest Expense, Taxes, Dep'n/ (NG Subsidy)	-946.02	EBITDAS (a)	-3,479.39	Total Revenue (b)	10,141.00	EBITDAS MARGIN (a/b)	-34.31%
(In Million Pesos)	Actual																																						
Net Utility Revenue (NUR)	19,778.67																																						
Less: Operating Expenses and Financial Charges	13,113.38																																						
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EBITDAS (a)	-3,479.39																																						
Total Revenue (b)	10,141.00																																						
EBITDAS MARGIN (a/b)	-34.31%																																						
	Subtotal	20.00%				-		9.33%																															

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LEARNING AND GROWTH

Component		Targets		Submission		GCG Validation		Supporting Documents		Remarks
Objective/Measure	Formula	Weight	Rating System	2022	Actual	Rating	Actual	Rating		
SO 12	Ensured Employee Productivity and Competency									
SM 13	Compliance with Quality Standards	Actual Accomplishment	5.00%	All or Nothing	Maintained Certification	Maintained Certification	5.00%	Maintained Certification	5.00%	<ul style="list-style-type: none">TUV Rheinland ISO Certificate No. 011001835820 dated 22 March 2022 with Annexes <p>NPC successfully maintained its Certification and passed the Audit conducted by the TUV Rheinland which resulted in the maintenance of NPC's existing ISO Certification.</p> <p>NPC's ISO Certification covers "Missionary Electrification (Operations Planning and Performance Assessment); Operation and Maintenance of Undisposed Assets Watershed and Dams Management."</p> <p>The certificate is valid from 28 March 2022 to 27 September 2027.</p>
SM 14	Percentage of Employees with Required Competencies Met	No. of Employees with Required Competencies met over Total Employees	5.00%	Actual over Target	10% increase from the 2021 Competency Level	10.21% Increase	5.00%	7.91% Increase	3.96%	<ul style="list-style-type: none">2022 NPC Employee Competency Report <p>The validated competency level in 2022 is 65.37% (1,174 out of 1,796). This translates to 7.91% increase from the 2021 competency level of 57.46%.</p>
	Subtotal		10.00%			10%		8.96%		
	TOTAL		100%					79.97%		
	EXCLUDED WEIGHTS		(10%)							
	VALIDATED TOTAL		90%				79.97 / 90.00 = 88.86%			