

HOME DEVELOPMENT MUTUAL FUND

	Component				Annual Target	2nd Quarter		
	Strategic Objective (SO) / Strategic Measure (SM)	Formula	Weight	Rating System		Target	Actual	
CUSTOMER	SO 1	Increase and Sustain Membership						
	SM 1	Percentage of Labor Force Covered	Total Active Members as of Performance Year / Adjusted Coverable ¹	10.00%	(Actual / Target) x Weight	43.11% (12.577 Million over 29.172 Million)	42.69% (12.453 Million over 29.172 Million)	45.86% (13.378 Million over 29.172 Million)
	SO 2	Provide Affordable Home Financing						
	SM 2	Actual Take-Out Units from SH and LC	Actual Take-Out Units from SH and LC	20.00%	(Actual / Target) x Weight	93,583	43,194	45,832
	SO 3	Improve Access and Delivery of Products and Services to Enhance Customer Satisfaction						
	SM 3	a) Percentage of Satisfied Customer - Individual Members	Number of respondents who gave a rating of at least Satisfactory / Total number of respondents	5.00%	(Actual / Target) x Weight 0% = if below 80%	90%	90% (by year end)	Presented to BAC the Results of Bid Evaluation for the Lone Bidder - Market Relevance Corp on May 25, 2022
		b) Percentage of Satisfied Customer - Business Organizations / Employers		2.50%				
		c) Percentage of Satisfied Customer - Partner Developers		2.50%				
	Sub-total			40.00%				

¹ Adjusted Coverable pertains to the Total Employed Persons by Major Industry Group based on the 2021 Labor Force Survey of the Philippine Statistics Authority, excluding Agriculture, Other Service Activities, and Activities of Extraterritorial Organization and Bodies. Additional sector/membership for exclusion from the total number coverable may be made upon submission of data from PSA and subject to determination based on applicable laws.

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	Strategic Objective (SO) / Strategic Measure (SM)	Formula	Weight	Rating System		Target	Actual	
FINANCIAL	SO 4	Increase in Asset Size						
	SM 4	Increase Net Financial Asset Level	Total Assets less ROPA, net; Property and Equipment, net; Intangible Assets, net; Other Assets; Non-current Assets Held for Sale; and Right of Use of Asset	10.00%	(Actual / Target) x Weight 0% = If less than ₱511.227 Billion	₱765.234 Billion	₱733.603 Billion	₱758.768 Billion
	SO 5	Ensure Financial Sustainability						
	SM 5	Increase Income Level	Total Revenue less Total Expenses	10.00%	(Actual / Target) x Weight	₱32.293 Billion	₱16.066 Billion	₱20.482 Billion
	SM 6	Increase Members' Savings	Total Members' Savings Collected	10.00%	(Actual / Target) x Weight	₱65.592 Billion	₱32.671 Billion	₱38.817 Billion
	SO 6	Improve Asset Quality						
	SM 7	Improve Performing Loans Ratio ²	Accounts current to 3 months + MCR Interim Releases not yet fully released (within the 6 months release period and those with approved extension period) / Total Outstanding Balance [exclusive of Sales Contract Receivables (SCR) under Remediation, Mortgage Contract Receivables (MCR), Referred to Foreclosure, and Petition for Extra - Judicial Foreclosure]	10.00%	(Actual / Target) x Weight 0% = if 80% and below	88.00%	87.50%	

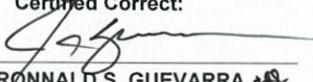
² Actual is not yet available; Manual generation of voluminous data is on-going.

	Component				Annual Target	2nd Quarter		
	Strategic Objective (SO) / Strategic Measure (SM)		Formula	Weight		Rating System	Target	Actual
LEARNING AND GROWTH	SO 10		Continuously Develop Competent and Engaged Employees					
	SM 11	Competent Workforce	Competency Baseline 2022 ³ - Competency Baseline 2021	5.00%	All or Nothing	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 2021 year-end assessment (by year end)	Conducted as scheduled 67 webinar trainings on Ladderized Customer Service, Continuing Development and Core, Leadership and Functional Competency Programs. 24 batches were held within the 1st Quarter and additional 43 batches were held for the 2nd Quarter of 2022, catering a total of 3,020 pax.
	Sub-total			5.00%				
	TOTAL			100.00%				


³ The competency baseline of the organization shall pertain to the average percentage of required competencies met which can be computed using the following formula:

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

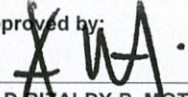
where: a = Competency required, A = Total number of competencies required of position, b = Personnel profiled, B = Total number of personnel profiled

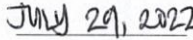
Certified Correct:

RONNARD S. GUEVARRA
Officer-In-Charge, Management Services Group


Date


ESTRELLA A. SANTOS
Officer-In-Charge, Finance Group


Date

Approved by:

ACMAD RIZALDY P. MOTI
HDMF Chief Executive Officer


Date