## HOME DEVELOPMENT MUTUAL FUND

			Component		0.10					
	Strategic Objective (SO) / Strategic Measure (SM)		Formula	Weight	Rating System	Annual Target	2nd Quarter			
X.							Target	Actual		
	SO 1	Increase and Sustain Member	ership							
		Percentage of Labor Force Covered	Total Active Members as of Performance Year / Adjusted Coverable <sup>1</sup>	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	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	3 Improve Access and Delivery of Products and Services to Enhance Customer Satisfaction								
CUSTOMER		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 Co 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%						

<sup>&</sup>lt;sup>1</sup> 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.

		Component							
Strategic Objective (SC Strategic Measure (SI		Formula	Weight	Rating System	Annual Target	2nd Quarter  Target Actual			
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 Sustain	ability			技术的意识。				
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	6 Improve Asset Quality								
SM 7	Improve Performing Loans Ratio <sup>2</sup>	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%			

<sup>&</sup>lt;sup>2</sup> Actual is not yet available; Manual generation of voluminous data is on-going.

		Market Company	Component					
	Strategic Objective (SO) / Strategic Measure (SM)		Formula	Weight	Rating System	Annual Target	2nd Quarter  Target Actual	
	SO 7 Maximize Budget Utilizat		on				Taiget	Actual
	SM 8	Budget Utilization Rate (BUR)	Total Disbursements / Total DBM-approved COB (both net of PS Cost)	5.00%	(Actual / Target) x Weight	90%	90% (by year end)	26.38%
		Sub-total	1	45.00%				
	SO 8	Streamline Processing Tin						
		Improve Processing Time or	n:					
	SM 9	a) End-User Financing (EUF) Approval and Take-out	Number of EUF applications processed within applicable processing time / Total number of EUF applications received	2.50%	(Actual / Target) x Weight; 0% = if below 95%	100% within applicable processing time based on compliance with Republic Act No. 11032 or EODB and Efficient Government Service Delivery Act of 2018	100% within applicable processing time based on compliance with Republic Act No. 11032 or EODB and Efficient Government Service Delivery Act of 2018	98.53%
S		b) Short-Term Loan (STL) Approval and Disbursement	Number of loan applications processed within applicable processing time / Total number of loan applications received	2.50%				99.92%
נו כ	SO 9	Practice Principles of Goo	d Governance and Attain Perform	nance Exce	llence			
INTERNAL PROCESS	SM 10	Ensure compliance with Government Quality Management Systems Standards (GQMSS)	Actual Accomplishment	2.50%	All or Nothing	Maintenance of ISO 9001: 2015 Certification covering the following processes:  1. Membership Registration; 2. Short-Term Loan and Provident Benefit Claims	Maintenance of ISO 9001: 2015 Certification covering the following processes:  1. Membership Registration; 2. Short-Term Loan and Provident Benefit Claims (by December 2022)	1. Membership Registration - ISO Certification is maintained (Audit was conducted or April 01-08, 2022)  2. Short-Term Loan and Provident Benefit Claims - Maintenance Audit date is scheduled on August 15-24, 2022
			2.50%		Maintenance of ISO 9001: 2015 Certification for Housing Loans Origination and Management	Maintenance of ISO 9001: 2015 Certification for Housing Loans Origination and Management (by December 2022)	HL Origination and Management - Maintenance Audit date is scheduled on July 28-29, 2022	
		Sub-total		10.00%				

			Component				2-4 0				
	Strategic Objective (SO) / Strategic Measure (SM)		Formula	Weight	Rating System	Annual Target	2nd Quarter				
							Target	Actual			
	SO 10	SO 10 Continuously Develop Competent and Engaged Employees									
LEARNING AND GROWTH	SM 11	Competent Workforce	Competency Baseline 2022 <sup>3</sup> - 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%							

<sup>&</sup>lt;sup>3</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:

Actual Competency Level Required Competency Level a

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:

RØNNALD S. GUEVARRA

Officer-In-Charge, Management Services Group

JUL 2 8 3522 Date

ACMAD RIZALDY P. MOTI **HDMF Chief Executive Officer**