



Office of the President of the Philippines
GOVERNANCE COMMISSION
 FOR GOVERNMENT OWNED OR CONTROLLED CORPORATIONS
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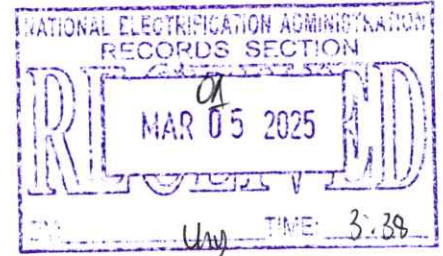
27 February 2025

LR- 033515

HON. RAPHAEL PERPETUO M. LOTILLA
 Secretary, Department of Energy
 and NEA Chairperson

HON. ANTONIO MARIANO C. ALMEDA
 Administrator

NATIONAL ELECTRIFICATION ADMINISTRATION (NEA)
 NIA Road, Quezon Avenue
 Diliman, Quezon City



RE: TRANSMITTAL OF 2025 CHARTER STATEMENT AND STRATEGY MAP AND 2025 PERFORMANCE SCORECARD

Dear Secretary Lotilla and Administrator Almeda,

This is to formally transmit the 2025 Charter Statement and Strategy Map (**Annex A**) and 2025 Performance Scorecard (**Annex B**) of the **NATIONAL ELECTRIFICATION ADMINISTRATION (NEA)**, to be posted on the NEA's website in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.¹

The NEA's proposed Charter Statement, Strategy Map, and Performance Scorecard submitted through a letter dated 28 October 2024² were **MODIFIED** based on: (i) discussions made during the Technical Panel Meeting (TPM) held on 26 November 2024; (ii) evaluation of revised documents submitted through NEA's letters and e-mail communications dated 10 December 2024, 23 January 2025, 27 January 2025, 17 February 2025, and 18 February 2025;³ and (iii) finalization during the Performance Target Conference (PTC) held on 25 February 2025.

Item 9 of GCG M.C. No. 2024-01⁴ mandates GOCCs to accomplish the requisite Quarterly Monitoring Reports (*i.e.*, PES Form 4) for the calendar year, detailing its progress in accomplishing its performance targets. The Quarterly Monitoring Reports should also disclose substantial changes in circumstances, if any, that were unforeseen during the TPM and may affect the timely achievement of the GOCC's targets.

FOR THE NEA'S INFORMATION AND COMPLIANCE.

Very truly yours,

ATTY. MARIUS P. CORPUS
 Chairperson



ATTY. BRIAN KEITH F. HOSAKA
 Commissioner

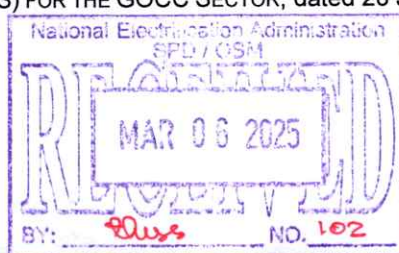
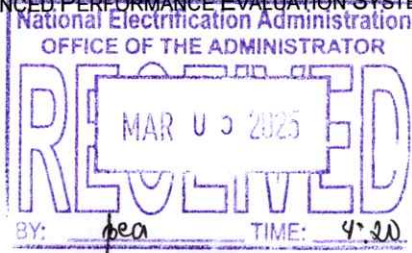
ATTY. GERALDINE MARIE B. BERBERABE-MARTINEZ
 Commissioner

¹ CODE OF CORPORATE GOVERNANCE FOR GOCCs, dated 28 November 2012.

² Officially received by the Governance Commission on 29 October 2024.

³ Officially received by the Governance Commission on 10 December 2024, 28 January 2025, 27 January 2025, 17 February 2025 and 19 February 2025, respectively.

⁴ ENHANCED PERFORMANCE EVALUATION SYSTEM (PES) FOR THE GOCC SECTOR, dated 28 June 2024.



NATIONAL ELECTRIFICATION ADMINISTRATION (NEA)

STRATEGY MAP



NATIONAL
ELECTRIFICATION
ADMINISTRATION

VISION Promoting good governance, competence and transparency to achieve fully electrified Philippines in 2028

MANDATED MISSION

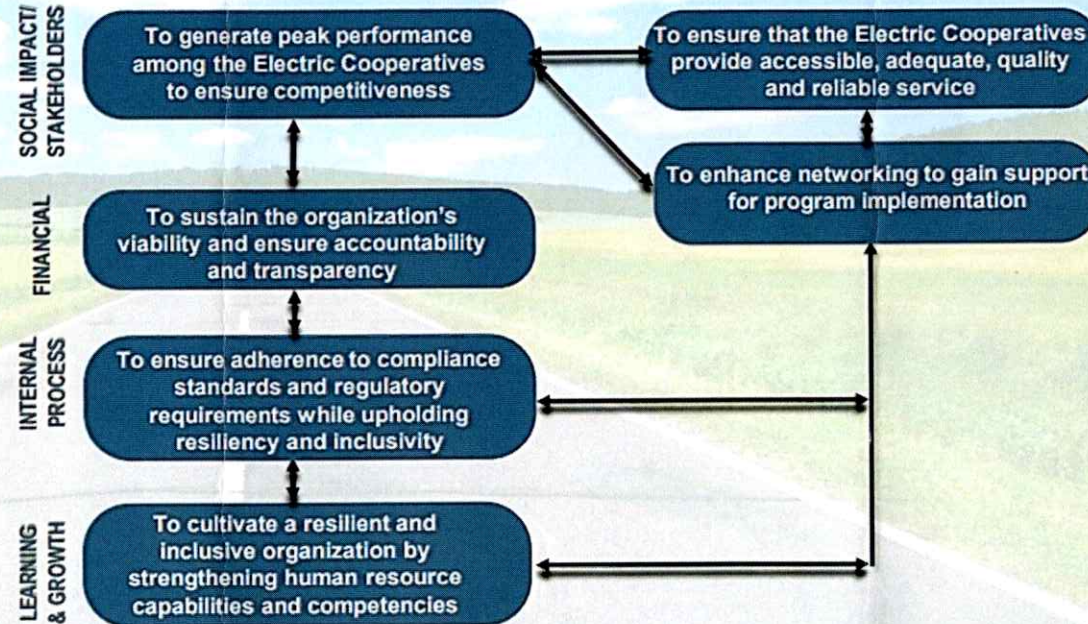
- To promote the sustainable development in the rural areas through rural electrification
- To empower and strengthen NEA to pursue the electrification program and bring electricity, through the Electric Cooperatives as its implementing arm, to the countryside even in missionary or economically unviable areas
- To empower and enable Electric Cooperatives to cope with the changes brought about by the restructuring of the electric power industry

CORE VALUES

Absolute Honesty
Maximum Efficiency
Total Solidarity

OPERATIONAL EFFICIENCY

STRATEGIC ALLIANCE



[Handwritten signatures in blue ink]

NATIONAL ELECTRIFICATION ADMINISTRATION (NEA)

| | | Component | | | Baseline | | Targets | | |
|------------------------------|-------------------|---|--|---------------|---|----------------|---------------------------------------|---|------------------|
| | Objective/Measure | Formula | Wt. | Rating System | 2022 | 2023 | 2024 | 2025 | |
| SOCIAL IMPACT / STAKEHOLDERS | SO 1 | To Ensure that the Electric Cooperatives Provide Accessible, Adequate, Quality, and Reliable Service | | | | | | | |
| | SM 1 | Number of Completed / Energized Sitio Projects | Total actual completed/energized sitio projects | 20% | (Actual / Target) x Weight | 951 | 1,148 | 579 | 594 |
| | SM 2 | Number of Households Energized | Total actual households energized | 15% | (Actual / Target) x Weight | 554,584 | 501,777 | 500,000 | 474,000 |
| | SO 2 | To Generate Peak Performance Among Electric Cooperatives to Ensure Competitiveness | | | | | | | |
| | SM 3 | Number of EC Officials and Employees Graduated from Certification/Competency Programs | Absolute Number | 5% | (Actual / Target) x Weight | 2,465 | 3,130 | 1,600 | 3,300 |
| | SM 4 | Improved EC Overall Performance Rating | Total actual number of ECs under "B", "C", or "D" with improved Overall Performance Rating | 4% | (Actual / Target) x Weight | <i>Deleted</i> | 6 ECs from "B" or "C" to at least "A" | Establishment of Baseline (based on the revised EC assessment policy) | 4 ECs |
| | SO 3 | To Enhance Networking to Gain Support for Program Implementation | | | | | | | |
| | SM 5 | Customer Satisfaction Survey (CSS) | No. of Satisfied Respondents over Total No. of Respondents | 5% | (Actual / Target) x Weight (0% = less than 80%) | 98.00% | 99.70% | 90% | 90% ¹ |
| | | | Subtotal | 49% | | | | | |
| FINANCIAL | SO 4 | To Sustain the Organization's Viability and Ensure Accountability and Transparency | | | | | | | |
| | SM 6 | Amount of Loans Facilitated (PHP) | Absolute Amount | 7.5% | (Actual / Target) x Weight (0% = less than 897.50 Million) | 0.762 Billion | 1.003 Billion | 1.095 Billion | 1.795 Billion |

¹ Based on GCG-ARTA Joint Memorandum Circular No. 01, s. 2023. Covers external customers only.

| | | Component | | | Baseline | | Targets | | |
|------------------|--|--|---|---------------|---|--------|---------|--|---|
| | Objective/Measure | Formula | Wt. | Rating System | 2022 | 2023 | 2024 | 2025 | |
| FINANCIAL | SM 7 | Number of ECs that were Facilitated with Loans | Actual Number | 2% | (Actual / Target) x Weight (0% = below 20 ECs) | N/A | N/A | 15 ECs | 40 ECs |
| | SM 8 | High Collection Efficiency Maintained (%) | $\frac{\sum \text{Total Collections} - \text{Advanced Payments (Due for Succeeding Years)}}{\sum \text{Amortization Due for the Year}}$ | 10% | (Actual / Target) x Weight | 98.74% | 99.08% | 98.53% | 99.15% |
| | SM 9 | Budget Utilization Rate (BUR) | | | | | | | |
| | | a. Subsidy Utilization Rate – Obligation | Total Obligated Subsidy over Total COB from Subsidy (both net of PS Cost) | 2% | (Actual / Target) x Weight | 56.50% | 94.54% | 90% | 90% |
| | | b. Subsidy Utilization Rate – Disbursement | Total Disbursement over Total Obligations (both net of PS Cost) | 2% | (Actual / Target) x Weight | 34.70% | 57.64% | 90% | 90% |
| | | c. Corporate Funds Utilization Rate (CO & MOOE) – Disbursement | Total Disbursement over Total Corporate Fund (both net of PS Cost) | 1% | (Actual / Target) x Weight | 56.47% | 50.02% | 90% | 90% |
| | Subtotal | | | 24.5% | | | | | |
| INTERNAL PROCESS | SO 5 To Ensure Adherence to Compliance Standards and Regulatory Requirements while Upholding Resiliency and Inclusivity | | | | | | | | |
| | SM 10 | Percentage of Sitio Electrification Projects Funded that are Fully Compliant with NEA Standards and Specifications | Total Compliant Projects over Total Completed/Energized Projects from 4th Quarter of the Previous Year to 3rd Quarter of the Current Year | 5% | (Actual / Target) x Weight | 78.23% | 83.70% | 80% of projects done as of end of September 2024 | 80% of projects done by the end of September 2025 |

| | | Component | | | Baseline | | Targets | | |
|---------------------|-------------------|--|--|---------------|----------------------------|--|--|---|---|
| | Objective/Measure | Formula | Wt. | Rating System | 2022 | 2023 | 2024 | 2025 | |
| INTERNAL PROCESS | SM 11 | Percentage of Sitios Completed/Energized Within the Prescribed Timeline from Release of Funds to ECs | Actual Number of Sitios Completed/Energized within the Approved Timeline from Release of Funds to ECs over Total Number of Sitios Funded | 5% | (Actual / Target) x Weight | 79.39% | 75.52% | 80% completed and energized (within 180 calendar days from release of funds to ECs) | 80% completed/energized (within 180 calendar days from release of funds to ECs) |
| | SM 12 | Compliance to Quality Standards | Actual Accomplishment | 4% | All or Nothing | Surveillance Audit Passed | Recertification Audit Passed | Surveillance Audit Passed | Surveillance Audit Passed |
| | SM 13 | Percentage of Implementation of ISSP | Number of Deliverables Due for 2025 Completed over Total number of Deliverables Due for 2025 ² | 3.5% | (Actual / Target) x Weight | N/A | N/A | N/A | 100% attainment of 2025 Deliverables based on the 2023-2025 ISSP |
| | | | Subtotal | 17.5% | | | | | |
| LEARNING AND GROWTH | SO 6 | To Cultivate a Resilient and Inclusive Organization by Strengthening Human Resource Capabilities and Competencies | | | | | | | |
| | SM 14 | Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan | Actual Accomplishment | 4% | All or Nothing | N/A | N/A | N/A | Board-Approved Public Service Continuity Plan (PSCP) |
| | SM 15 | Percentage of Employees with Required Competencies Met | Total Number of Employees with Required Competencies Met over Total Number of Employees | 5% | All or Nothing | Increased by 5.33%. 83.10% (241/290) | Increased by 0.34%. 83.44% (257/308) | Increase from 2023 Competency Level | Increase from 2024 Competency Level |
| | | | Subtotal | 9% | | | | | |
| | | TOTAL | 100% | | | | | | |

² Deliverables refer to systems/applications.

| BONUS STRATEGIC MEASURES AND TARGETS | | | | | | | | |
|--------------------------------------|--|---|-----|----------------|------|------|---------|------------------------------|
| Component | | | | Baseline | | | Targets | |
| | Objective/Measure | Formula | Wt. | Rating System | 2022 | 2023 | 2024 | 2025 |
| FINANCIAL | GAD Budget Utilization Rate | Σ Total Actual Disbursement ÷ Approved COB for CO & MOOE | 1% | All or Nothing | N/A | N/A | N/A | 5% of Total Budget |
| | ISO Certification on any of the following standards: | | | | | | | |
| INTERNAL PROCESS | Environmental Management System Certification | Actual Accomplishment | 1% | All or Nothing | N/A | N/A | N/A | ISO 14001:2015 Certification |
| | Business Continuity Management System (BCMS) | Actual Accomplishment | | All or Nothing | N/A | N/A | N/A | ISO 22301:2019 Certification |

For GCG:


ATTY. BRIAN KEITH F. HOSAKA
Commissioner

For NEA:


MR. ANTONIO MARIANO C. ALMEDA
Administrator