



27 January 2025

LR - 032499

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

HON. ANTONIO MARIANO C. ALMEDA
 Administrator

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



**RE: VALIDATION RESULT OF THE 2023
 PERFORMANCE SCORECARD OF NEA**

Dear Secretary Lotilla and Administrator Almeda,

This is to formally transmit the validation result of NEA's 2023 Performance Scorecard. Based on the Governance Commission's validation of the GOCC's documentary submissions, NEA obtained an overall score of **97.14% (Annex A)**. The same is to be posted on NEA's website, in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.¹

FOR NEA'S INFORMATION AND GUIDANCE.

Very truly yours,

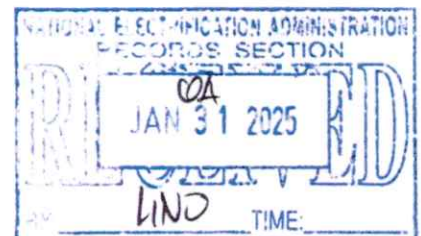



ATTY. MARIUS P. CORPUS
 Chairperson


ATTY. BRIAN KEITH F. HOSAKA
 Commissioner


**ATTY. GERALDINE MARIE B.
 BERBERABE-MARTINEZ**
 Commissioner

cc: COA Resident Auditor – NEA



¹ Code of Corporate Governance for GOCCs dated 28 November 2012.



**NATIONAL ELECTRIFICATION ADMINISTRATION (NEA)
Validated 2023 Performance Scorecard**

| | Component | | | | Target | Submission | | GCG Validation | | Supporting Documents | Remarks | | | | | | | | | | |
|----------------------|-------------------------------|--|---|--------------------|--------------------|------------|--------|----------------|--------|--|--|-------------|---------------|---------|---------|---------|----------|----------|--------------|----------------|--------------|
| | Objective/Measure | Formula | Wt. | Rating System | 2023 | Actual | Rating | Actual | Rating | | | | | | | | | | | | |
| SOCIAL IMPACT | SO 1 | To Empower Member-Consumers as Responsible Owners of the Electric Cooperatives | | | | | | | | | | | | | | | | | | | |
| | SO 2 | To Ensure that the Electric Cooperatives Provide Accessible, Adequate, Quality, and Reliable Service | | | | | | | | | | | | | | | | | | | |
| STAKEHOLDERS | SM 1 | Number of Completed and Energized Sitio Projects | Total Actual Completed and Energized Sitio Projects | 20% | Actual over Target | 1,085 | 1,148 | 20% | 1,148 | 20% | <ul style="list-style-type: none"> List of Completed and Energized Sitio Projects as of 31 December 2023 (including Fund Source) Certificates of Final Inspection and Acceptance (CFIAs) and Accomplishment Report from ECs <p>Summary of validation of supporting documents submitted:</p> <table border="1"> <thead> <tr> <th>AREA</th> <th>NO. OF SITIOS</th> </tr> </thead> <tbody> <tr> <td>Luzon</td> <td>346</td> </tr> <tr> <td>Visayas</td> <td>366</td> </tr> <tr> <td>Mindanao</td> <td>436</td> </tr> <tr> <td>TOTAL</td> <td>1,148</td> </tr> </tbody> </table> | AREA | NO. OF SITIOS | Luzon | 346 | Visayas | 366 | Mindanao | 436 | TOTAL | 1,148 |
| | AREA | NO. OF SITIOS | | | | | | | | | | | | | | | | | | | |
| Luzon | 346 | | | | | | | | | | | | | | | | | | | | |
| Visayas | 366 | | | | | | | | | | | | | | | | | | | | |
| Mindanao | 436 | | | | | | | | | | | | | | | | | | | | |
| TOTAL | 1,148 | | | | | | | | | | | | | | | | | | | | |
| SM 2 | Number of Consumers Connected | Total Actual Consumers Connected | 15% | Actual over Target | 500,000 | 501,777 | 15% | 501,777 | 15% | <ul style="list-style-type: none"> New Consumer Connections as of 31 December 2023 Electric Cooperatives' Monthly Connections as of 31 December 2023 Status of Energization Report, as transmitted to DOE ECs' Data Entry Templates (DET) on Monthly Consumer Connections Barangay Energization Matrix (BEM) <p>Breakdown of validated accomplishment is as follows:</p> <table border="1"> <thead> <tr> <th>AREA</th> <th>CONNECTIONS</th> </tr> </thead> <tbody> <tr> <td>Luzon</td> <td>212,890</td> </tr> <tr> <td>Visayas</td> <td>143,054</td> </tr> <tr> <td>Mindanao</td> <td>145,833</td> </tr> <tr> <td>TOTAL</td> <td>501,777</td> </tr> </tbody> </table> | AREA | CONNECTIONS | Luzon | 212,890 | Visayas | 143,054 | Mindanao | 145,833 | TOTAL | 501,777 | |
| AREA | CONNECTIONS | | | | | | | | | | | | | | | | | | | | |
| Luzon | 212,890 | | | | | | | | | | | | | | | | | | | | |
| Visayas | 143,054 | | | | | | | | | | | | | | | | | | | | |
| Mindanao | 145,833 | | | | | | | | | | | | | | | | | | | | |
| TOTAL | 501,777 | | | | | | | | | | | | | | | | | | | | |

By [Signature]

| Component | Target | | | | Submission | | | GCG Validation | | Supporting Documents | Remarks | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------|---|---|-------------------|---|------------|---|------------|----------------|------------|--|--|----|-------------|-------------|-------------------|-----------|---|-----|---------|---------|---|-----|---------|--------|---|----|------|--------|---|---|------|---------|---|---|------|---------|---|---|------|
| | Objective/Measure | Formula | Wt. | Rating System | 2023 | Actual | Rating | Actual | Rating | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SO 3 | 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 over Target | 1,450 | 3,259 | 5% | 3,130 | 5% | <ul style="list-style-type: none"> NEA Report on 2023 EC Training Accomplishment Attendance Sheets, Training Certificates, Photo Documentation | Upon validation, 100 names were excluded as one listed training pertains to a team-building activity. In addition, 50 names were added based on the submitted additional training certificates from various trainings. A total of 79 were deducted from the total due to the lack of submitted training certificates. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SM 4 | Improved EC Overall Performance Rating from "B" or "C" to at least "A" Rating | No. of Improved EC + Total No. of ECs under "B" and "C" | 5% | Actual over Target | 2 ECs | 6 ECs | 5% | 6 ECs | 5% | <ul style="list-style-type: none"> Yr. 2021 vs Yr. 2022 Overall Performance Assessment Sheet for the 6 ECs Copy of 2022 ECs Overall Performance Assessment as confirmed by NEA Board of Administrators thru Board Resolution 2023-15 dated 05 July 2023 Memo. to ECs (No. 2023-33) as posted on NEA's website | The following 6 ECs were able to improve their performance and categorized as either "A", "AA", or "AAA" for their 2022 operations. The details are shown in the table below: <table border="1" data-bbox="1720 742 2128 965"> <thead> <tr> <th>EC</th> <th>2021 RATING</th> <th>2022 RATING</th> <th>ADJECTIVAL RATING</th> </tr> </thead> <tbody> <tr> <td>PANELCO I</td> <td>B</td> <td>AAA</td> <td>Highest</td> </tr> <tr> <td>LUBELCO</td> <td>C</td> <td>AAA</td> <td>Highest</td> </tr> <tr> <td>BENECO</td> <td>C</td> <td>AA</td> <td>High</td> </tr> <tr> <td>IFELCO</td> <td>B</td> <td>A</td> <td>Good</td> </tr> <tr> <td>CAMELCO</td> <td>B</td> <td>A</td> <td>Good</td> </tr> <tr> <td>NORDECO</td> <td>B</td> <td>A</td> <td>Good</td> </tr> </tbody> </table> | EC | 2021 RATING | 2022 RATING | ADJECTIVAL RATING | PANELCO I | B | AAA | Highest | LUBELCO | C | AAA | Highest | BENECO | C | AA | High | IFELCO | B | A | Good | CAMELCO | B | A | Good | NORDECO | B | A | Good |
| EC | 2021 RATING | 2022 RATING | ADJECTIVAL RATING | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| PANELCO I | B | AAA | Highest | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| LUBELCO | C | AAA | Highest | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| BENECO | C | AA | High | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| IFELCO | B | A | Good | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CAMELCO | B | A | Good | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| NORDECO | B | A | Good | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SO 4 | To Enhance Networking to Gain Support for Program Implementation | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SM 5 | Percentage of Satisfied Customers | No. of Satisfied Respondents + Total No. of Respondents | 5% | Actual over Target (0%= If less than 80%) | 90% | 99.20% (Rating for external services provided from January – June 2023) | 5% | 99.70% | 5% | <ul style="list-style-type: none"> ARTA Harmonized Client Satisfaction Measurement Results of GOCCs dated 31 May 2024 | The result is based on the responses of clients availing external services only. The CSM score refers to the percentage of respondents who rated 'Agree' and 'Strongly Agree' for <i>Service Quality Dimension 0: "I am satisfied with the service that I availed"</i> . | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Subtotal | 50% | | | | 50% | | 50% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

STAKEHOLDERS

for Paul

| Component | | | | | Target | Submission | | GCG Validation | | Supporting Documents | Remarks | | | | | | | | | | | | | |
|--|---|--|--|--------------------|--------------------|--------------|--------------|----------------|--------------|---|--|---|-----------|-----------------------------|------------------|--------------------------------|-------------------|---------------------|-----------------|-----------------------------|------|--|---------------|-------------|
| Objective/Measure | Formula | Wt. | Rating System | 2023 | Actual | Rating | Actual | Rating | | | | | | | | | | | | | | | | |
| SO 5 To Sustain the Organization's Viability and Ensure Accountability and Transparency | | | | | | | | | | | | | | | | | | | | | | | | |
| FINANCIAL | SM 6 | Amount of Loans Facilitated (PHP Billion) | Below Php 350M is 0%. If amount ≥ Php 350M, 10% is proportionally distributed. | 10% | Actual over Target | 0.70 Billion | 1.00 Billion | 10% | 1.00 Billion | 10% | <ul style="list-style-type: none"> Summary of Peso Releases for 2023 2023 Amount of Loans Facilitated per EC | Breakdown of validated accomplishment is as follows: <table border="1"> <thead> <tr> <th>LOAN TYPE</th> <th>AMOUNT*</th> </tr> </thead> <tbody> <tr> <td>Capital Projects</td> <td>0.47</td> </tr> <tr> <td>Modular Gen. Sets</td> <td>0.01</td> </tr> <tr> <td>Working Capital</td> <td>0.47</td> </tr> <tr> <td>STCF</td> <td>0.05</td> </tr> <tr> <td>TOTAL</td> <td>1.00</td> </tr> </tbody> </table> *In Billion Pesos | LOAN TYPE | AMOUNT* | Capital Projects | 0.47 | Modular Gen. Sets | 0.01 | Working Capital | 0.47 | STCF | 0.05 | TOTAL | 1.00 |
| | LOAN TYPE | AMOUNT* | | | | | | | | | | | | | | | | | | | | | | |
| Capital Projects | 0.47 | | | | | | | | | | | | | | | | | | | | | | | |
| Modular Gen. Sets | 0.01 | | | | | | | | | | | | | | | | | | | | | | | |
| Working Capital | 0.47 | | | | | | | | | | | | | | | | | | | | | | | |
| STCF | 0.05 | | | | | | | | | | | | | | | | | | | | | | | |
| TOTAL | 1.00 | | | | | | | | | | | | | | | | | | | | | | | |
| SM 7 | High Collection Efficiency Maintained (%) | $\frac{\sum \text{Total collections} - \text{advanced payments (due for succeeding year)} + \sum \text{Amortization due for the year}}{\text{Total Amortization Due}}$ | 10% | Actual over Target | 97.57% | 99.08% | 10% | 99.08% | 10% | <ul style="list-style-type: none"> Status of EC Loan Repayments as of December 2023 EC Loan Profiles EC Application Payment Letter EC Amortization Schedule | Detailed as follows: <table border="1"> <thead> <tr> <th>PARTICULARS</th> <th>AMOUNT*</th> </tr> </thead> <tbody> <tr> <td>Total Amortizations Due (A)</td> <td>2.05</td> </tr> <tr> <td>Advance Payment, beginning (B)</td> <td>0.48</td> </tr> <tr> <td>2023 Collection (C)</td> <td>2.13</td> </tr> <tr> <td>Advance Payment, ending (D)</td> <td>0.57</td> </tr> <tr> <td>COLLECTION EFFICIENCY [(B+C-D)/A]</td> <td>99.08%</td> </tr> </tbody> </table> *In Billion Pesos | PARTICULARS | AMOUNT* | Total Amortizations Due (A) | 2.05 | Advance Payment, beginning (B) | 0.48 | 2023 Collection (C) | 2.13 | Advance Payment, ending (D) | 0.57 | COLLECTION EFFICIENCY [(B+C-D)/A] | 99.08% | |
| PARTICULARS | AMOUNT* | | | | | | | | | | | | | | | | | | | | | | | |
| Total Amortizations Due (A) | 2.05 | | | | | | | | | | | | | | | | | | | | | | | |
| Advance Payment, beginning (B) | 0.48 | | | | | | | | | | | | | | | | | | | | | | | |
| 2023 Collection (C) | 2.13 | | | | | | | | | | | | | | | | | | | | | | | |
| Advance Payment, ending (D) | 0.57 | | | | | | | | | | | | | | | | | | | | | | | |
| COLLECTION EFFICIENCY [(B+C-D)/A] | 99.08% | | | | | | | | | | | | | | | | | | | | | | | |

Handwritten initials/signature

| Component | | Target | Submission | | GCG Validation | | Supporting Documents | | Remarks | |
|-------------------------------|--|--|---------------|--------------------|----------------|---------------|----------------------|---------------|---------|---|
| Objective/Measure | Formula | Wt. | Rating System | 2023 | Actual | Rating | Actual | Rating | | |
| Budget Utilization Rate (BUR) | | | | | | | | | | |
| SM 8 | a. Subsidy Utilization Rate – Obligation | Total Obligated Subsidy + Total COB from Subsidy <i>(both net of PS Cost)</i> | 3% | Actual over Target | 90% | 95% | 3% | 94.54% | 3% | <ul style="list-style-type: none"> Budget Utilization as of 31 December 2023 Budget Utilization Report as of 31 December 2023 as submitted to ICRS List of Obligated Subsidy per EC, as of 31 December 2023 Statement of Released Checks per EC re: Sitio Electrification Project (SEP) and ECERF, as of 31 December 2023 NEA OPEX Quarterly Accomplishment FY2023 NEA Actual Expense-by-expense Item as of 31 December 2023 FAR 1: Statement of Appropriations, Allotments, Obligations, Disbursements and Balances (SAAOBDB) Samples of Memorandum of Agreement |
| | b. Subsidy Utilization Rate – Disbursement | Total Disbursement + Total Obligations <i>(both net of PS Cost)</i> | 3% | Actual over Target | 90% | 58% | 1.93% | 57.64% | 1.92% | |
| | c. Corporate Funds Utilization Rate (CO & MOOE) – Disbursement | Total Disbursement + Total Corporate Fund <i>(both net of PS Cost)</i> | 4% | Actual over Target | 90% | 53% | 2.36% | 50.02% | 2.22% | |
| Subtotal | | 30% | | | | 27.29% | | 27.14% | | |

Detailed as follows:

| PARTICULARS | AMOUNT* |
|-------------------------|----------|
| Total Obligated Subsidy | 1,793.82 |
| Total COB from Subsidy | 1,897.50 |
| Utilization Rate | 94.54% |

*In Million Pesos

Detailed as follows:

| PARTICULARS | AMOUNT* |
|-------------------------|----------|
| Total Disbursements | 1,033.94 |
| Total Obligated Subsidy | 1,793.82 |
| Utilization Rate | 57.64% |

*In Million Pesos

Detailed as follows:

| PARTICULARS | AMOUNT* |
|----------------------|---------|
| Total Disbursements | 464.34 |
| Total Corporate Fund | 232.27 |
| Utilization Rate | 50.02% |

*In Million Pesos

FINANCIAL

Handwritten initials

| INTERNAL PROCESS | Component | | | | Target | Submission | | GCG Validation | | Supporting Documents | Remarks | | | | | | | | |
|--|--|---|------------|--------------------|--|---|------------|---|------------|---|---|-------------|-------|--|-------|--|-----|--|---------------|
| | Objective/Measure | Formula | Wt. | Rating System | 2023 | Actual | Rating | Actual | Rating | | | | | | | | | | |
| SO 6 To Upgrade Organizational Infrastructures | | | | | | | | | | | | | | | | | | | |
| SM 9 | Percentage of Sitio Electrification Projects Funded that are Fully Compliant with NEA Standards and Specifications | Total Compliant Projects + Total Funded Projects | 5% | Actual over Target | 75% of projects done as of end of September 2023 | 83.70% of projects done as of end of September 2023 | 5% | 83.70% of projects done as of end of September 2023 | 5% | <ul style="list-style-type: none"> List of Completed and Energized Sitio Projects as of December 31, 2023 Report on the percentage of sitio electrification projects funded that are fully compliant with NEA standards and specifications from 4th Quarter 2022 and 1st to 3rd Quarter of 2023 Certificates of Final Inspection and Acceptance (CFIAs) | The breakdown of the validated accomplishment is as follows: <table border="1"> <thead> <tr> <th>PARTICULARS</th> <th>COUNT</th> </tr> </thead> <tbody> <tr> <td>Total Sitios Completed from October 2022 to September 2023</td> <td>1,123</td> </tr> <tr> <td>Total Sitios Inspected from October 2022 to September 2023</td> <td>940</td> </tr> <tr> <td>Percentage of Sitio Electrification Projects funded that are fully-compliant with NEA Standards and Specifications</td> <td>83.70%</td> </tr> </tbody> </table> | PARTICULARS | COUNT | Total Sitios Completed from October 2022 to September 2023 | 1,123 | Total Sitios Inspected from October 2022 to September 2023 | 940 | Percentage of Sitio Electrification Projects funded that are fully-compliant with NEA Standards and Specifications | 83.70% |
| PARTICULARS | COUNT | | | | | | | | | | | | | | | | | | |
| Total Sitios Completed from October 2022 to September 2023 | 1,123 | | | | | | | | | | | | | | | | | | |
| Total Sitios Inspected from October 2022 to September 2023 | 940 | | | | | | | | | | | | | | | | | | |
| Percentage of Sitio Electrification Projects funded that are fully-compliant with NEA Standards and Specifications | 83.70% | | | | | | | | | | | | | | | | | | |
| SM 10 | Percentage of Sitios Completed and Energized within 180 Calendar Days from Release of Funds to ECs | Actual Percentage of Sitios Completed and Energized within 180 days from Release of Funds to ECs + Total No. of Sitios Funded | 5% | Actual over Target | 75% | 75.52% | 5% | 75.52% | 5% | <ul style="list-style-type: none"> List of Completed and Energized Sitio Projects as of December 31, 2023 Report on Percentage of Sitios Completed and Energized within 180 Calendar Days from Release of Funds to ECs | The breakdown of the validated accomplishment is as follows: <table border="1"> <thead> <tr> <th>PARTICULARS</th> <th>COUNT</th> </tr> </thead> <tbody> <tr> <td>Total sitios completed as of 31 December 2023</td> <td>1,148</td> </tr> <tr> <td>Projects completed within 180 days from release of funds</td> <td>867</td> </tr> <tr> <td>Percentage of sitios completed and energized within 180 calendar days from release of funds to ECs</td> <td>75.52%</td> </tr> </tbody> </table> | PARTICULARS | COUNT | Total sitios completed as of 31 December 2023 | 1,148 | Projects completed within 180 days from release of funds | 867 | Percentage of sitios completed and energized within 180 calendar days from release of funds to ECs | 75.52% |
| PARTICULARS | COUNT | | | | | | | | | | | | | | | | | | |
| Total sitios completed as of 31 December 2023 | 1,148 | | | | | | | | | | | | | | | | | | |
| Projects completed within 180 days from release of funds | 867 | | | | | | | | | | | | | | | | | | |
| Percentage of sitios completed and energized within 180 calendar days from release of funds to ECs | 75.52% | | | | | | | | | | | | | | | | | | |
| Subtotal | | | 10% | | | | 10% | | 10% | | | | | | | | | | |

to one

| LEARNING AND GROWTH | Component | | | | Target | Submission | | GCG Validation | | Supporting Documents | Remarks | | | | | | | | | | | | | | | | |
|---------------------|--|--|------------------|----------------|-------------------------------------|--|---------------|------------------------------|---------------|--|--|------|---------------------------|--|------------------|------|-----|-----|--------|------|-----|-----|--------|--------------------|--|--|-------|
| | Objective/Measure | Formula | Wt. | Rating System | 2023 | Actual | Rating | Actual | Rating | | | | | | | | | | | | | | | | | | |
| | SO 7 | To Enhance Human Resources' Knowledge, Skills and Behavioral Competencies | | | | | | | | | | | | | | | | | | | | | | | | | |
| SM 11 | Compliance to Quality Standards | Actual Accomplishment | 5% | All or Nothing | Recertification Audit Passed | Recertification Audit Passed | 5% | Recertification Audit Passed | 5% | <ul style="list-style-type: none"> TUV Rheinland Audit Report dated 31 December 2023 | NEA maintained its Certification by passing the recertification audit conducted by TUV Rheinland on 21 December 2023. | | | | | | | | | | | | | | | | |
| SM 12 | Percentage of Employees with Required Competencies Met | Total No. of Employees with Required Competencies ÷ Total No. of Employees | 5% | All or Nothing | Increase from 2022 Competency Level | 0.34 Increase from 2022 Competency Level Yr. 2023: 83.44% Yr. 2022: 83.10% | 5% | 83.44% (257/308) | 5% | <ul style="list-style-type: none"> 2022 vs 2023 Competency Assessment Report 2023 Individual Competency Assessment Profiles 2023 Individual Competency Assessment Forms | Breakdown of validated accomplishment: <table border="1"> <thead> <tr> <th>YEAR</th> <th>NO. OF ASSESSED EMPLOYEES</th> <th>NO. OF EMPLOYEES WHO MET THEIR REQUIRED COMPETENCIES</th> <th>COMPETENCY LEVEL</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>290</td> <td>241</td> <td>83.10%</td> </tr> <tr> <td>2023</td> <td>308</td> <td>257</td> <td>83.44%</td> </tr> <tr> <td colspan="3">INCREASE/ DECREASE</td> <td>0.34%</td> </tr> </tbody> </table> | YEAR | NO. OF ASSESSED EMPLOYEES | NO. OF EMPLOYEES WHO MET THEIR REQUIRED COMPETENCIES | COMPETENCY LEVEL | 2022 | 290 | 241 | 83.10% | 2023 | 308 | 257 | 83.44% | INCREASE/ DECREASE | | | 0.34% |
| YEAR | NO. OF ASSESSED EMPLOYEES | NO. OF EMPLOYEES WHO MET THEIR REQUIRED COMPETENCIES | COMPETENCY LEVEL | | | | | | | | | | | | | | | | | | | | | | | | |
| 2022 | 290 | 241 | 83.10% | | | | | | | | | | | | | | | | | | | | | | | | |
| 2023 | 308 | 257 | 83.44% | | | | | | | | | | | | | | | | | | | | | | | | |
| INCREASE/ DECREASE | | | 0.34% | | | | | | | | | | | | | | | | | | | | | | | | |
| | Subtotal | | 10% | | | | 10% | | 10% | | | | | | | | | | | | | | | | | | |
| | TOTAL | | 100% | | | | 97.29% | | 97.14% | | | | | | | | | | | | | | | | | | |

Annex A Reviewed and Certified Correct by:


ATTY. MARICOR E. LACAMBACAL
 Director IV
 Corporate Governance Office C


JAENA M. ROSAL
 Director III
 Corporate Governance Office C