

**PHILIPPINE INTERNATIONAL TRADING CORPORATION**

	Component				Annual Target	Actual		
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System		Performance	Weight	
	<b>SOCIAL IMPACT</b>	<b>SO 1</b>	<b>Efficient Supply Chain for Foreign and Domestic Requirements</b>					
SM 1		Increase percentage of International Trading Revenues from the Priority Sectors <sup>1</sup>	Revenue from the Priority Sectors / Total Revenue from Exports and Imports	10%	(Actual/Target) x Weight	95%	100%	10%
SM 2		Increase in number of SME Export Producers with General Service Agreement to Utilize the Customs Bonded Warehousing Facilities	Absolute Number	5%	(Actual/Target) x Weight	25	25	5%
<b>Sub-total</b>				<b>15%</b>				<b>15%</b>

<sup>1</sup> a. Food and Agri-based Commodities; b. Crafts, Gifts, and Houseware; c. Wearables; d. Industrial/ Construction Materials; and e. Furnishing

	Component				Annual Target	Actual		
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System		Performance	Weight	
	<b>FINANCIAL</b>	<b>SO 2</b>	<b>Improve Financial Performance on Core Business Operations</b>					
SM 3		Gross Revenues from Exports and Imports Activities	Absolute Number	5%	(Actual/Target) x Weight If less than ₱52 Million = 0%	₱141.470 Million	₱15.643 Million	0%
SM 4		Gross Revenue from Customs Bonded Warehouse	Absolute Number	5%	(Actual/Target) x Weight If less than ₱1 Billion = 0%	₱2.251 Billion	₱1.748 Billion	3.88%
SM 5		Gross Revenue from Countertrade	Absolute Number	5%	(Actual/Target) x Weight If less than ₱415 Million = 0%	₱1.258 Billion	₱513.189 Million	2.04%
SM 6		Gross Revenue from Procurement	Absolute Number	10%	(Actual/Target) x Weight If less than ₱2 Billion = 0%	₱4.641 Billion	₱6.182 Billion	10%
<b>SO 3</b>		<b>Attain Financial Sustainability</b>						
SM 7		Net Operating Income	Operating Income – Operating Expenses	30%	(Actual/Target) x Weight If less than ₱126.64 Million = 0%	₱346.102 Million	₱629.383 Million	30%
<b>Sub-total</b>				<b>55%</b>				<b>45.92%</b>

	Component				Annual Target	Actual		
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System		Performance	Weight	
<b>CUSTOMERS</b>	<b>SO 4</b>	<b>Customer Satisfaction</b>						
	SM 8	Percentage of Satisfied Customers	Number of Respondents who gave at least Satisfactory Rating/Total Number of Respondents	5%	(Actual/Target) x Weight If below 80% = 0%	90%	93.6%	5%
	<b>Sub-total</b>			<b>5%</b>				<b>5%</b>
	<b>SO 5</b>	<b>Establish PITC as an Export Trading Hub</b>						
SM 9	Percentage of Export Producers linked to Buyers	Number of Successful Contracts / 450 Suppliers	5%	(Actual/Target) x Weight If less than 10% = 0%	16% (72 successful contracts / 450 suppliers)	3.111% (14 successful contracts/450 suppliers)	0%	
<b>INTERNAL PROCESS</b>	<b>SO 6</b>	<b>Ensure integration of Countertrade in Government Procurement as a Catalyst for National Development</b>						
	SM 10	Number of New Government Entities Integrating Countertrade	Absolute Number	5%	(Actual/Target) x Weight	3	3	5%
	SM 11	Number of New Countertrade Agreements signed with Suppliers	Absolute Number	5%	(Actual/Target) x Weight	7	22	5%
	<b>SO 7</b>	<b>Sustain ISO-QMS Certified Status</b>						
	SM 12	ISO 9001:2015 Certification Sustained	Actual Accomplishment	5%	All or Nothing	Maintain ISO 9001:2015 Certification	ISO 9001:2015 Certified	5%
	<b>Sub-total</b>			<b>20%</b>				<b>15%</b>

	Component				Annual Target	Actual		
	Strategic Objective (SO)/ Strategic Measure(SM)	Formula	Weight	Rating System		Performance	Weight	
	<b>LEARNING AND GROWTH</b>	<b>SO 8</b>	<b>Increased Targeted Competencies to Level Up Corporate Performance</b>					
SM 13		Percentage of Employees Meeting Required Competencies	Number of Employees Meeting Required Competencies / Total Number of Employees	5%	(Actual/Target) x Weight	Address identified competency gaps of 30 employees	90.741% (49 employees / 54 employees)	5%
<b>Sub-total</b>				<b>5%</b>				<b>5%</b>
<b>TOTAL</b>				<b>100%</b>				<b>85.92%</b>