



31 March 2025

**HON. DEXTER R. BUTED**

*Administrator*

**PHILIPPINE COCONUT AUTHORITY**

Elliptical Road, Diliman

Quezon City

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

Dear Administrator Buted,

This is to formally transmit the 2025 Charter Statement and Strategy Map (**Annex A**) and the 2025 Performance Scorecard (**Annex B**) of the **PHILIPPINE COCONUT AUTHORITY (PCA)**, to be posted on the PCA's website in accordance with Section 43 of GCG Memorandum Circular (M.C.) No. 2012-07.<sup>1</sup>

The PCA's proposed Charter Statement, Strategy Map, and Performance Scorecard submitted through a letter dated 26 November 2024<sup>2</sup> were **MODIFIED** based on: (i) discussions made during the Technical Panel Meeting (TPM) held on 20 December 2024; (ii) evaluation of revised documents submitted through letters and emails, the last of which was submitted on 26 February 2025;<sup>3</sup> and (iii) agreements during the Performance Target Conference held on 20 March 2025.

Item 9 of GCG M.C. No. 2024-01<sup>4</sup> mandates GOCCs to accomplish the requisite Quarterly Monitoring Reports (*i.e.*, PES Form 4) for the calendar year, detailing their progress in accomplishing their performance targets. The Quarterly Monitoring Reports should also disclose any substantial changes in circumstances that were unforeseen during the TPM that may affect the timely achievement of the GOCC's targets.

**FOR THE PCA'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*

<sup>1</sup> CODE OF CORPORATE GOVERNANCE FOR GOCCs, dated 28 November 2012.

<sup>2</sup> Officially received by the Governance Commission on 29 November 2024.

<sup>3</sup> Officially received by the Governance Commission on 26 January 2025.

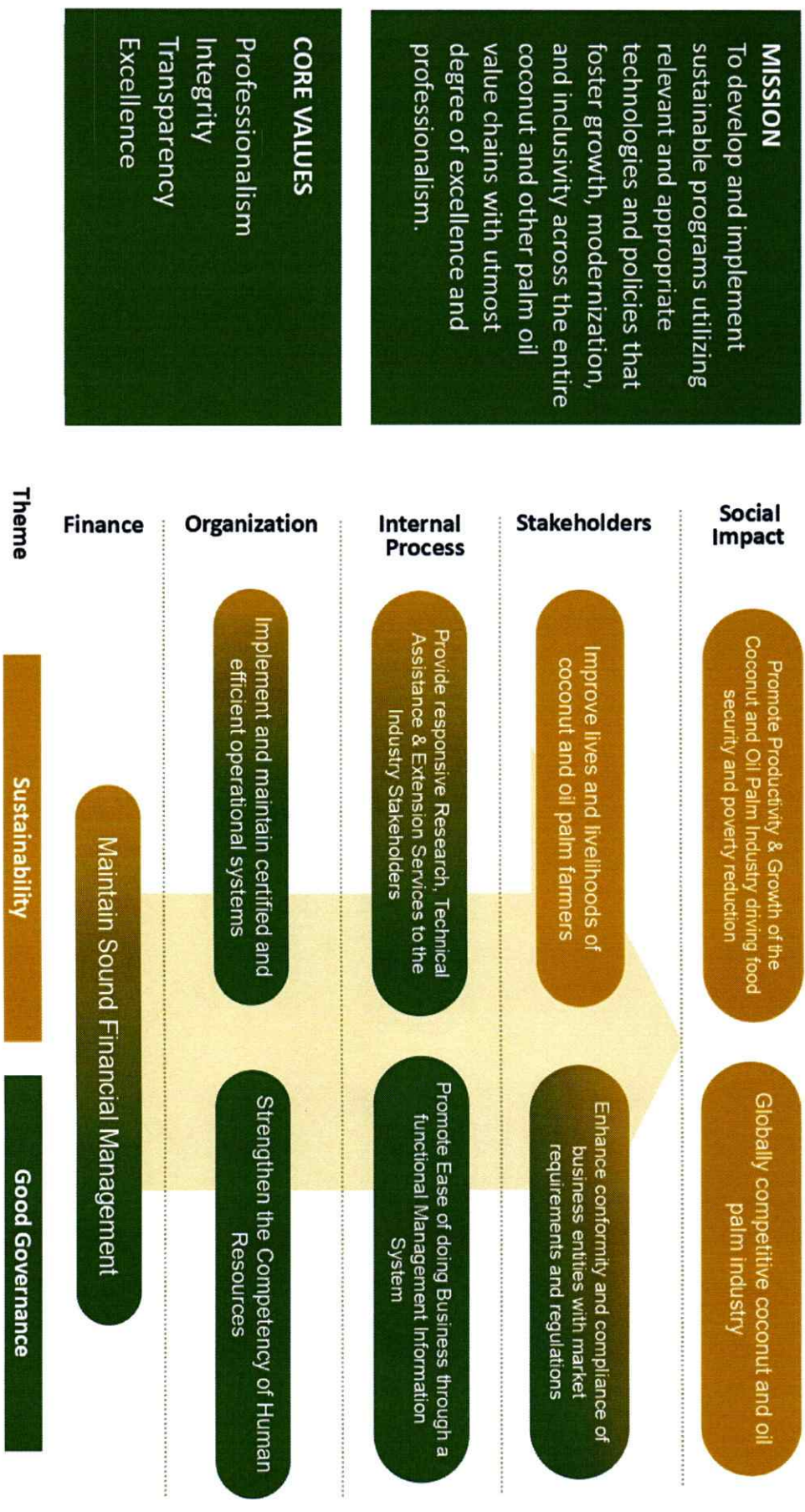
<sup>4</sup> ENHANCED PERFORMANCE EVALUATION SYSTEM (PES) FOR THE GOCC SECTOR, dated 28 June 2024.



PHILIPPINE COCONUT AUTHORITY (PCA)



**VISION:** A modernized authority empowering coconut farmers and other stakeholders through sustainable, resilient, and inclusive development programs towards a globally competitive coconut and other palm oil industries by 2030.





## 2025 PERFORMANCE SCORECARD

## PHILIPPINE COCONUT AUTHORITY (PCA)

Component					Baseline		Targets	
Objective/Measure		Formula	Wt.	Rating System <sup>a/</sup>	2022	2023	2024	2025
SO 1 Promote Productivity & Growth of the Coconut and Oil Palm Industry driving food security and poverty reduction								
SM 1	Average Nut Yield of Coconut Palms per Year	Total nuts produced / Total mature coconut palms	5%	Actual over Target	73	77	90	90*
SM 2	Survival Percentage Rate:							
	a. Coconut Seedlings Planted in the Last Three (3) Years	Total Number of Subsisting Coconut Trees by End of the Year / Total Number of Coconut Seedlings Planted in the Last Three (3) Years	7%	Actual over Target	91%	92%	93%	93%
	b. Oil Palm Seedlings	Total Number of Subsisting Oil Palms by End of the Year / Total Number of Oil Palms Planted in the Last Three (3) Years	5%	Actual over Target	N/A	N/A	90%	90%
SM 3	Coconut Farmers and Industry Development Plan (CFIDP) – Development of Coconut Hybrid Farms							
	a. Number of Hybrid Seednuts Produced	Absolute Number	4%	Actual over Target	N/A	907,481	3,300,000	3,300,000
	b. Area (ha) of Seedfarms Established / Maintained	Absolute Number	4%	Actual over Target	N/A	N/A	N/A	556



Component				Baseline		Targets		
Objective/Measure	Formula	Wt.	Rating System <sup>a/</sup>	2022	2023	2024	2025	
SOCIAL IMPACT								
	c. No. of Hybrid Seedlings Planted	Absolute Number	6%	Actual over Target	N/A	N/A	N/A	1,132,756
SM 4	Average Annual (Gross) Income from Coconut of PCA-assisted Farmers per Hectare	Average Income of Farmers	5%	Actual over Target	₱55,088.00	₱24,434.77	₱60,000.00	₱60,000.00
SO 2 Globally competitive coconut and oil palm industry								
	Subtotal		36%					
SO 3 Improve lives and livelihoods of coconut and oil palm farmers								
SM 5	Number of Coconut Farmers and Dependents Provided with Health and Medical Assistance	Absolute Number	7.5%	Actual over Target	N/A	N/A	N/A	80,000
SO 4 Enhance conformity and compliance of business entities with market requirements and regulations								
SM 6	Number of Philippine National Standards (PNS) for coconut products/code of good practices submitted to DTI - Bureau of Philippine Standards (BPS) or DOH - Food and Drug Administration (FDA)	Absolute Number	7%	Actual over Target	N/A	N/A	N/A	4
SM 7	Percentage of RA 8048 Reported Violations / Conflicts Acted Upon within 15 working days	RA 8048 Reported Violations/Conflict Acted Upon within 15 working days over Total Reported Violations/Conflict	5%	Actual over Target	100%	100%	100%	100%
STAKEHOLDERS								



Component				Baseline		Targets		
Objective/Measure	Formula	Wt.	Rating System <sup>a/</sup>	2022	2023	2024	2025	
SM 8	Customer Satisfaction Survey (CSS)	No. of respondents which gave at least a Satisfactory Rating / Total Number of Respondents	5%	Actual over Target 0% = if less than 80%	-	-	90%	90%
		Subtotal	24.5%					
INTERNAL PROCESS								
SO 5		Provide responsive Research, Technical Assistance and Extension Services to the Industry Stakeholders						
SM 9	Number of Coconut Research and Development (R&D)							
	a. Completed	Absolute Number	4%	Actual over Target	11	11	N/A	15
	b. Disseminated	Absolute Number	4%	Actual over Target	N/A	N/A	N/A	6
SO 6		Promote Ease of doing Business through a functional Management Information System						
SM 10	ISSP - Number of Systems:							
	a. Developed	Absolute Number	3	Actual over target	N/A	N/A	4	4
	b. Implemented	Absolute Number	3	Actual over target	1	N/A	6	4
	c. Enhanced / Upgraded	Absolute Number	3	Actual over target	N/A	N/A	N/A	5
		Subtotal	17%					

Component					Baseline		Targets	
Objective/Measure		Formula	Wt.	Rating System <sup>a/</sup>	2022	2023	2024	2025
Implement and maintain certified and efficient operational systems								
SO 7	Implement and maintain certified and efficient operational systems							
SM 11	Development and Implementation of Disaster Risk Reduction and Management (DRRM) Plan	Milestone	2.5%	All or Nothing	N/A	N/A	N/A	Board-Approved Public Service Continuity Plan (PSCP)
SM 12	Compliance to Quality Standards (ISO QMS)	Milestone	5%	All or Nothing	Revision of Manual	-	ISO Certification	ISO 9001:2015 1st Surveillance Audit Passed
SO 8	Strengthen the Competency of Human Resources							
SM 13	Percentage of Employees with Required Competencies Met	Number of Incumbents Meeting Required Competencies over Total Number of Incumbents	5%	Actual over Target	-	Improvement from the Baseline	87%	2% improvement from the 2024 target or actual, whichever is higher
		Subtotal/	12.5%					
SO 9	Maintain Sound Financial Management							
Budget Utilization Rate								
a. Disbursement of Internally-Generated Funds (IGF)		Total Disbursement from IGF over Total COB from IGF [net of PS Cost]	2%	Actual over Target	-	35.86%	90%	90%
b. Subsidy								
b. 1. Obligation Rate								
Current		Total Obligated Subsidy over Total COB from Subsidy	2%	Actual over Target	-	81.35%	90%	90%
Carry-over		[net of PS Cost]	2%		-	50.97%	90%	90%
SM 14								

FINANCE								
SM 14								
b. 1. Obligation Rate								
Current		Total Obligated Subsidy over Total COB from Subsidy	2%	Actual over Target	-	81.35%	90%	90%
Carry-over		[net of PS Cost]	2%		-	50.97%	90%	90%



Component			Baseline				Targets	
Objective/Measure	Formula	Wt.	Rating System <sup>a/</sup>	2022	2023	2024	2025	
b.2. Disbursement Rate								
Current	Total Disbursement over Total Obligation	2%	Actual over Target	-	80.10%	90%	90%	
Carry-over	[net of PS Cost]	2%		-	82.78%	90%	90%	
Subtotal		10 %						
TOTAL		100 %						
BONUS MEASURE								
GAD Budget Utilization	Actual Disbursement for GAD-related activities / Total COB	1%	All or Nothing	N/A		5% of total budget		
GRAND TOTAL		101%						

a/ But not to exceed the weight assigned per indicator.  
\*Subject to DBM's approval of PCA's request to reduce the target to 80.

For GCG:

  
ATTY. BRIAN KEITH F. HOSAKA  
Commissioner

For PCA:

  
HON. DEXTER R. BUTED  
Administrator