

Board Resolution No. 2025 – 164

APPROVING THE THIRD QUARTER PERFORMANCE MONITORING REPORT OF THE PHILIPPINE POSTAL CORPORATION (PHLPOST) FOR CALENDAR YEAR (CY) 2025 AND ITS SUBMISSION TO THE GOVERNANCE COMMISSION FOR GOCCs (GCG)

WHEREAS, Republic Act No. 10149 mandates the Governance Commission for Government Owned and Controlled Corporations (GCG) to actively exercise the State's ownership rights through the institutionalization of a Performance Evaluation System (PES);

WHEREAS, GCG issued GCG Memorandum Circular No. 2024-01 dated 28 June 2024 which provided the revised guidelines on PES for the Government-Owned and Controlled Corporations (GOCC) Sector. Item 9 of said Circular requires that upon GCG's approval of the GOCCs Performance Scorecard, the concerned GOCC shall accomplish the requisite Quarterly Monitoring Report, submit the same to GCG, and upload it to the GOCC's website

WHEREAS, the Board, in its Resolution No. 2025-77 dated 06 May 2025, approved the submission of the Performance Monitoring Report of PHLPost for the 1st Quarter of CY 2025, which reflected a rating of 93.76%; and subsequently, under Board Resolution No. 2025-128 dated 19 August 2025, approved the submission of the Performance Monitoring Report of PHLPost for the 2nd Quarter of CY 2025, with a rating of 91.52%;

WHEREAS, in his letter dated 07 November 2025, the Acting Postmaster General and CEO endorsed for approval of the Board of Directors the consolidated 3rd Quarter CY2025 Performance Monitoring Report of PHLPost with a rating of 91.64%;

WHEREFORE, foregoing premises considered, BE IT RESOLVED, as it is hereby RESOLVED, to approve the Third Quarter Performance Monitoring Report of the Philippine Postal Corporation (PHLPost) for Calendar Year (CY) 2025 and its submission to the Governance Commission for GOCCs (GCG).

RESOLVED FINALLY, that Management is hereby directed to upload in PHLPost's official website the Performance Monitoring Reports of the Corporation for the Third Quarter of CY 2025 and to do such acts as may be required/necessary to implement this resolution.



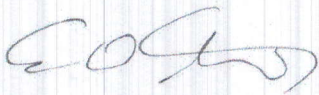
Adopted during the 11th Regular Meeting of the Board of Directors of the Philippine Postal Corporation held on 11 November 2025 at BOD Conference Room, Annex II Building, Central Post Office Compound, Magallanes Drive, Liwasang Bonifacio, Brgy. 659-A, Manila, and via Videoconference (Google Meet: kip-tmsw-sek).

Approved by:

VACANT
Chairman

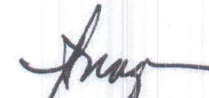
Absent
RICARDO R. BLANCAFLOR
Vice Chairman


A/PMG MAXIMO D.C. STA. MARIA III
Member


ERNESTO O. SEVERINO
Acting Chairman/Presiding Officer¹


ELLA E. VALENCERINA
Member


MELANIE D. TURINGAN
Member


VIRGILIO GIL B. TUAZON
Member

Attested by:


GUZMAN MELGAREJO, JR.
Assistant Corporate Secretary

¹ BR No. 2025-158

**PHILIPPINE POSTAL CORPORATION (PHLPost)
3RD QUARTER CY2025 PERFORMANCE TARGETS**

Measures by Perspective and Objective	Formula	Weight	Rating Scale	Annual Target	3rd Quarter			Remarks		
					Target	Actual	Rating			
SOCIAL IMPACT	SO 1	Build inclusive customer relationships through access to communication, secured delivery of postal products and services, and provision of postal payments								
		Volume of Postal Transactions Handled (in million pieces)								
	SM 1	a. International Posted	International Express + International Letter + International Parcel	2.00%	Actual / Target	1.25	0.94	0.50	1.06%	
		b. Domestic Posted	Domestic Express + Domestic Letter + Domestic Parcel + Postal Money Order + Postal ID	2.00%	Actual / Target	36.50	27.38	22.71	1.66%	
		c. International Delivered	International Express + International Letter + International Parcel	2.00%	Actual / Target	7.71	5.78	2.85	0.99%	
		d. Domestic Delivered	Domestic Express + Domestic Letter + Domestic Parcel	2.00%	Actual / Target	119.17	89.38	71.57	1.60%	
	Sub-Total > Social Impact		8.00%					5.31%		
CUSTOMERS & STAKEHOLDERS	SO 2	Expand the reach of Postal Service in every community, including marginalized and vulnerable areas through sustainable partnerships with Public and Private entities								
	SM 2	Number of Municipalities and Cities with Postal Access	Actual Number of cities and municipalities	6.00%	Actual / Target	2024 yearend cumulative total + 20 additional cities and municipalities	NA	6 additional cities and municipalities	6.00%	2 new POs for the 1st Quarter 4 new POs for the 2nd Quarter No new PO for the 3rd Quarter
	SO 3	Establish positive Postal Service experience to enhance customers' and stakeholders' participation in business development								
	SM 3	Customer Satisfaction Survey (CSS)	Number of respondents which gave atleast a Satisfactory rating / Total number of respondents	6.00%	Actual / Target 0% - if less than 80%	90.00%	NA	96.31%	6.00%	
	Sub-Total > Customers & Stakeholders		12.00%					12.00%		

Measures by Perspective and Objective	Formula	Weight	Rating Scale	Annual Target	3rd Quarter			Remarks	
					Target	Actual	Rating		
SO 4	Enhance financial efficiency and viability that address utilization gaps towards growth and resiliency								
SM 4	Revenues	Mail Services + Postal Payment Services + Logistics Services + Retail Services + Other Income (Net of VAT & Discount)	8.00%	Actual / Target	PhP 4.008 B	3.006	1.745	4.64%	
FINANCIAL	Budget Utilization Rate (BUR)								
	a. National Government (NG) Subsidy - Obligation Rate	Total Obligated / Total NG Subsidy (Both Net of PS Cost)	4.00%	Actual / Target	90%	NA	0.00%	4.00%	No Subsidy provided in the GAA
	b. NG Subsidy - Disbursement Rate	Total Disbursed / Total Obligations (Both Net of PS Cost)	4.00%	Actual / Target	90%	NA	0.00%	4.00%	No Subsidy provided in the GAA
	c. Corporate Funds - CO & MOOE	Total Disbursements from IGF / Total COB from IGF (Net of PS Cost)	3.00%	Actual / Target	90%	NA	26.43%	0.79%	610,284,368 / 2,308,921,022
Sub-Total > Financial		19.00%					13.44%		

Measures by Perspective and Objective		Formula	Weight	Rating Scale	Annual Target	3rd Quarter			Remarks	
						Target	Actual	Rating		
INTERNAL PROCESSES	SM 8	Letter Post Delivery Performance								
		a. Domestic Ordinary Letter Nationwide Delivery	Number of Samples Delivered within Standard Delivery Days / Total Number of Samples for a Given Year	5.00%	Actual / Target	85% of items delivered:	85% of items delivered:	94.33% of Within Locality items delivered within 5 days	5.00%	
		W/in Locality – 5 days				W/in Locality – 5 days	90.22% of Intra-Area items delivered within 10 days			
		Intra Area – 10 days Inter Area – 15 days				Intra Area – 10 days Inter Area – 15 days	93.12% of Inter-Area items delivered within 15 days			
		b. Domestic Registered Letter Nationwide Delivery	Number of Samples Delivered within Standard Delivery Days / Total Number of Samples for a Given Year	5.00%	Actual / Target	85% of items delivered:	85% of items delivered:	93.89% of Within Locality items delivered within 5 days	5.00%	
		W/in Locality – 5 days				W/in Locality – 5 days	93.36% of Intra-Area items delivered within 10 days			
Intra Area – 10 days Inter Area 15 days	Intra Area – 10 days Inter Area 15 days	95.38% of Inter-Area items delivered within 15 days								
c. International Letter Post Nationwide Delivery		5.00%	Actual / Target	85% of items delivered within 7 days in Luzon and 10 days in VisMin after Customs clearance	85% of items delivered within 7 days in Luzon and 10 days in VisMin after Customs clearance	89.22% of items delivered within 7 days in Luzon after Customs clearance 95.40% of items delivered within 10 days in VisMin after Customs clearance	5.00%			


Measures by Perspective and Objective	Formula	Weight	Rating Scale	Annual Target	3rd Quarter			Remarks	
					Target	Actual	Rating		
INTERNAL PROCESSES									
SO 6 Uphold quality standards to maintain high product and service excellence									
SM 9	Compliance to Quality Standards	Actual Accomplishment	3.00%	All or Nothing	ISO Certification or its Equivalent Certification	NA	Compliance to additional requirements of UPU for the S58/S59 Security Certification	3.00%	
SO 7 Improve infrastructure through accessible digital connection and resilient facilities									
SM 10	Number of Postal Outlets with Enabled Track and Trace	Absolute number	5.00%	Actual / Target	2024 yearend cumulative total + 30 Postal Outlets	NA	29 Postal Outlets	5.00%	7 for the 1st Quarter 11 for the 2nd Quarter 11 for the 3rd Quarter
SO 11	Repair / Rehabilitation of Vulnerable Postal Facilities	Absolute number	1.00%	Actual / Target	5 Postal Outlets	NA	2 Postal Outlets	1.00%	Diffun Post Office Lamitan Post Office
Sub-Total > Internal Processes			53.00%					52.90%	
LEARNING & GROWTH									
SO 8 Develop and nurture competent human capital fostering an environment of diversity, inclusion, and growth									
SM 12	Percentage of Employees with Required Competencies	Personnel meeting Required Competencies / Total Number of Personnel	3.00%	Actual / Target	Improvement from the 2024 baseline (50.62%)	NA	76.02%	3.00%	2023 - 925 employees 2024 - 1768 employees 1Q 2025 - 375 employees 2Q 2025 - 147 employees 3Q 2025 - 829 employees Total number of employees - 5320

Measures by Perspective and Objective	Formula	Weight	Rating Scale	Annual Target	3rd Quarter			Remarks	
					Target	Actual	Rating		
SO 9 Establish safe, adaptive, robust, and disaster-resilient organization towards sustainable development									
LEARNING & GROWTH	SM 13	Development of Disaster Risk Reduction Management (DRRM) Plan	Actual Accomplishment	5.00%	All or Nothing	Board-approved Public Service Continuity Plan (PSCP)	NA	Final draft of Public Service Continuity Plan (PSCP) was endorsed to the Office of the Postmaster General for his recommending approval to the Office of the Board of Directors	5.00%
	Sub-Total > Learning & Growth			8.00%					8.00%
TOTAL RATING			100.00%					8.00%	91.64%

Certified Correct:


MS. ZENAIDA V. MATAVERDE
 Manager, Corporate Planning Department

Date:


MS. CAROL C. TERRADO
 Officer-in-Charge, OAPMG for Administration and Finance

Date:

Approved by:


HON. MAXIMO C. STA MARIA III
 Acting Postmaster General & CEO

Date: